

Equality Statement

Introduction

The Governing Body wholeheartedly supports the principle of equality of opportunity in employment. It recognises that discrimination and victimisation is unacceptable and that it is in the interests of the Governing Body and its employees to utilise the skills of the total workforce. It is the aim of the Governing Body to ensure that no employee or job applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex or sexual orientation (including LGBT) (the **protected characteristics**).

The aim of this Equal Opportunities Policy is to ensure that there is recognition of cultural diversity and differences as positive attributes of the Governing Body, and that in turn an environment results whereby it is recognised that:

- a. People work best when they are valued;
- b. People feel most valued when they believe that their individual and group differences have been taken into account;
- c. The ability to learn from people regarded as different is the key to becoming fully empowered; and
- d. When people feel valued and empowered they are able to build relationships in which they work together independently and collaboratively.

The Governing Body recognises a skilled and committed staff as one of the key factors in delivering the objectives of the organisation which employs them. Our aim is therefore to encourage, support and develop the abilities of all our staff in all our workplaces; to help them to contribute as much as they can to delivering the objectives of the Governing Body and to realise their potential. Reciprocally, members of staff and prospective employees will be expected to show that they are in sympathy with and committed to the aims of the Governing Body.