



The Kingswinford School

— a science college —

EQUAL OPPORTUNITIES POLICY EMPLOYMENT SUMMARY

The Kingswinford School's Equal Opportunities Policy aims to ensure that no job applicant or employee receives less favourable treatment on any grounds which cannot be shown to be justified.

These include race, colour, nationality, ethnic or national origin, religious beliefs, gender, marital status, responsibility for children or other dependants, disability, sexual orientation, transsexuality, age, trade union or political activities, social class, where a person lives or spent convictions.

This applies to recruitment and selection, training, promotion, transfers, pay and employee benefits, employee grievances and discipline and all terms and conditions of employment.

The School –

- Will ensure that its employment policies and procedures do not discriminate intentionally or unintentionally.
- Recognises and values the diversity of our school communities and of our workforce.
- Recognises the religious and cultural needs of its employees.
- Will aim to make the profile of its workforce at all levels as representative of Schools population as possible.
- Will aim to provide services that are appropriate and accessible to all members of the community.
- Will follow the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Discrimination Act 1995 codes of practice on employment.

Any employee who feels that they may have a complaint under this policy should raise the matter through the Schools Grievance Procedure. Job applicants who feel that they may have grounds for complaint should write to the Chair of Governors at the School address.

Headteacher: Mrs. B. Hedley BA Hons MA NPQH

The Kingswinford School (Academy Status), Water Street, Kingswinford, West Midlands DY6 7AD

Tel: 01384 296596 **Fax:** 01384 401098 **e-mail:** admin@kingswinford.dudley.sch.uk **www:** www.kingswinford.dudley.sch.uk

