



# Equal Opportunities Policy 2025-2026

Northleigh (the School) recognise that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, volunteer, student, or organisation/individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment);
- race (including ethnic origin, colour, nationality, and national origin);
- disability;
- sexual orientation;
- religion or belief;
- age;
- marriage/civil partnership;
- pregnancy/maternity;
- sex

We aim to promote equal opportunities, eliminate discrimination, and eliminate harassment through the following:

- Opposing all forms of unlawful and unfair discrimination.
- All employees (whether part-time full-time, temporary, self-employed), volunteers will be treated fairly and with respect.
- All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities.
- Selection for employment/volunteering, promotion, training, or any other benefit will be based on aptitude and ability. All selection/rejection decisions will be recorded.

All employees/volunteers will be helped and encouraged to develop their full potential, and the talents and resources of individuals will be fully utilised to maximise the efficiency of the organisation.

- All employees/volunteers have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Head of Centre/Chair of Trustees or a member of the senior management team.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff and volunteers, are recognised and valued.
- Every employee/volunteer is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all staff/volunteers.
- Equality is good management practice and makes sound sense.

Breaches of our Equality Policy will be regarded as misconduct and could lead to disciplinary proceedings or membership disqualification.

- This policy is fully supported by the Management Team and Trustees.
- The policy will be monitored and reviewed regularly.

The successful implementation of this policy depends on the awareness and commitment of all staff, volunteers, trustees. All new staff, volunteers, trustees will be made aware of this policy's existence on joining the school and reminded they must conform with its contents.

**Review Date: September 2026**