

Equal Opportunities Policy

Reviewed by MAW, October 2017

Review Date: October 2019



Commitment to Equal Opportunities

Ryde School operates an equal opportunities policy. We are committed to ensuring that within the framework of the law the School is free from unlawful discrimination on grounds of race, ethnic or national origin, religious or belief, gender (including gender reassignment), marital status, sexual orientation, age or disability. The School aims not to discriminate against a person either directly or indirectly.

(A) PUPILS

Implementing Equality of Opportunity

The School aims not to discriminate on the grounds of race, ethnic or national origin, religion or belief in affording terms of education and providing benefits, facilities and services to pupils. The School aims to ensure that all our pupils achieve their full potential and all decisions are taken without reference to irrelevant or discriminatory criteria.

Admission decisions will be made on the basis of fair and objective criteria. They focus on the prospective pupil's academic and all round potential and his/her School record. Race and gender are not part of the criteria applied.

Where possible, the School will aim to allow pupils of faiths other than Christian to observe their own prayer times and specific religious holidays.

Pupil's Responsibilities

All pupils should familiarise themselves with this policy. Any breach of this policy or any action by a pupil which might amount to unlawful discrimination or harassment on the grounds of race, ethnic or national origin, religion or belief may result in disciplinary action being taken against the pupil.

(B) EMPLOYEES

Implementing Equality of Opportunity

The School aims not to discriminate on the grounds of race, ethnic or national origin, religion or belief in affording terms of employment and providing benefits, facilities and services for employee.

Recruitment and employment decisions will be made on the basis of fair and objective criteria. Person and job specifications will be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis against specific selection criteria which will be consistently applied to all applicants.

The School aims not to discriminate against a person either directly or indirectly when providing staff with training and opportunities for promotion. Employees will be selected with reference to objective selection criteria.

Requests for changes to working patterns will be reviewed so as to enable us to offer flexible working to staff but this will have to be balanced against the demands of running a busy school and flexible timetable.

Where possible, the School will aim to allow employees to observe prayer times and specific religious holidays (although an individual may be required to use part of his or her annual leave in order to take time off for religious holiday).

Employee's Responsibilities

All employees must familiarise themselves with this policy. Any breach of this policy or any action by an employee which might amount to unlawful discrimination on the grounds of race, ethnic or national origin, religious or belief may result in disciplinary action (up to and including dismissal) being taken against the employee.

All members of staff have a right of equality of opportunity and a duty to implement this policy. Breach of the equal opportunity policy is potentially a serious disciplinary matter. Anyone who believes that he or she may have been disadvantaged on discriminatory grounds is asked to raise the matter through the School's grievance procedure, from time to time in place.