

THE ALTERNATIVE SCHOOL GROUP LTD

Equal Opportunities Policy



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Progress
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Success

Author:	HB
Date:	10th May 2021
To be reviewed:	Sept 2021
Reviewed:	May '07, May '08, May '09, May'10, Apr '19, Oct '19, Feb '20
Version:	8

EQUAL OPPORTUNITIES POLICY

TAS is fully committed to the principles of Equal Opportunities in employment and training. We will aim to ensure that no employee, learner or applicant for employment or training opportunities is treated less favourably on the grounds of colour, race, nationality or ethnic origin, gender, sexual orientation, disability, creed, offender background or marital status or any other condition which cannot be justified in job related terms.

TAS fully supports the Disability Discrimination Act (DDA) in respect of all aspects of recruitment, work, career development and promotion, redundancy and dismissal. The company further undertakes not to discriminate against people with disabilities by treating employees and learners less favourably for a reason related to their disability without justification.

We aim to ensure that the resources, talents and skills of our employees are fully utilised and will provide terms and conditions, training, promotion and appraisal without regard to colour, race, nationality or ethnic origin, gender, sexual orientation, disability, creed, offender background or marital status.

We will oppose all forms of harassment and bullying, so as not to affect the dignity of anyone who attends, works or comes into contact with TAS. We will oppose sexual & racial harassment so that individuals are not subject to a hostile environment because of their gender, colour, race or ethnic origin.

We will prevent the victimisation of any person who aims to bring a complaint or grievance within the scope of this policy and we state to all employees and learners that any acts of discrimination and harassment will be grounds for disciplinary action.

TAS is fully committed to the active promotion and achievement of equality of opportunities in the provision of all its services, delivery of training programme, assessment of vocational qualifications and employment.

TAS is fully committed to the principles of race equality. We will continue our efforts to find effective ways of increasing the participation of people from under represented groups in employment, education and training.

Sub-contractors who carry out work on behalf of TAS are required to comply with and help support the Equal Opportunities Policy.

TAS aims to achieve its objective of supporting and promoting equality of opportunity by:

- Reviewing the policy at regular intervals (At least annually)
- Raising awareness of the Equal Opportunities Policy and the Access for All disability statement to all new and existing staff and learners at induction and when the policy is amended
- Providing equal opportunities training to all relevant staff and to ensure such training is available to anyone who requests it
- Providing training in equal opportunities selection, recruitment and promotion procedures for relevant TAS staff

- Ensuring all procedures and working instructions relating to the selection and recruitment of employees and applicants for employment and training opportunities comply with and help to support the Equal Opportunities Policy and Access for All disability statement
- Ensuring all procedures and working instructions relating to employees' employment comply with and help to support the Equal Opportunities Policy and Access for All disability statement
- Monitoring the group identity of persons applying for and being accepted for employment and training opportunities in order to seek levels of participation which reflects the groups in the communities we operate in

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K A Pugh

Executive Headteacher