



Equal Opportunities at Work Policy

Approved by:	Kirsty Burridge
Last reviewed:	August 2025
Next Review by:	September 2026
Review Cycle:	Annual

1. Policy Statement

Blue Sky Independent School is committed to promoting equality, diversity, and inclusion in all aspects of employment. The school aims to ensure that all employees, job applicants, volunteers, and contractors are treated fairly, with dignity and respect, and are not discriminated against on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, nationality, or national origin
- Religion or belief
- Sex
- Sexual orientation

This policy supports the school's commitment to creating a workplace free from harassment, victimisation, or unfair treatment.

2. Scope

This policy applies to all areas of employment, including:

- Recruitment and selection
- Pay and benefits
- Training and development
- Promotion and career progression
- Terms and conditions of employment
- Disciplinary and grievance procedures
- Redundancy and dismissal

3. Legal Framework

This policy is compliant with:

- Equality Act 2010
- Employment Rights Act 1996
- Employment Relations Act 1999
- Health and Safety at Work Act 1974
- Relevant guidance from the Department for Education (DfE)

4. Responsibilities

4.1 Headteacher / Proprietor

- Ensure this policy is implemented and adhered to across the school.
- Promote equality, diversity, and inclusion through leadership and example.
- Monitor employment practices and take action to address inequalities.

4.2 Line Managers and Staff

- Apply this policy fairly in day-to-day management and decision-making.
- Support colleagues and pupils by promoting inclusive practices.
- Report any concerns or breaches of the policy to the Headteacher.

4.3 Employees

- Treat colleagues, pupils, parents, and visitors with respect and fairness.
- Avoid discriminatory behaviour, harassment, or victimisation.
- Participate in equality and diversity training provided by the school.

5. Recruitment and Selection

- Job advertisements will encourage applications from all suitably qualified candidates.
- Selection criteria will be based solely on skills, experience, and suitability for the role.
- Shortlisting and interviews will be conducted fairly and consistently, without bias.

6. Training and Development

- All staff will receive training on equality, diversity, and inclusion.
- Development opportunities will be made available to all staff based on ability, experience, and potential.

7. Harassment, Bullying, and Victimisation

- Harassment, bullying, or victimisation related to any protected characteristic will not be tolerated.
- Staff who believe they have been subjected to harassment or discrimination may raise a grievance following the school's Grievance Policy and Procedure.
- Allegations will be investigated promptly, fairly, and confidentially.

8. Monitoring and Reporting

- Employment practices, recruitment outcomes, and staff progression will be monitored to identify potential inequalities.
- Action will be taken to address any disparities or discriminatory practices.
- The Headteacher and Proprietor will review this policy annually and report on its effectiveness.

9. Breaches of Policy

- Any employee found to be in breach of this policy may face disciplinary action in accordance with the school's Disciplinary Policy, up to and including dismissal.
- Contractors, volunteers, or third-party providers who breach this policy may have their engagement terminated.

10. Review

- This policy will be reviewed annually by the Headteacher and Proprietor.
- Updates will reflect changes in legislation, guidance, or best practice.