



<u>Equality Policy</u>	
Person Responsible:	HR Officer
Date of Policy:	November 2023
Next review date:	November 2025
Rationale	
<p>In accordance to the Equality Act 2010, Great Oaks College is committed to ensuring that the principles of fairness, equality of opportunity and respect for diversity and human rights are applied to both its employees, students, their families and carers.</p> <p>Great Oaks College recognises the diversity of its staff, students, and this policy seeks to support this by valuing the uniqueness of each individual, and promoting positive practice.</p> <p>Great Oaks College values integrity and embraces diversity as an essential component in the way we carry out our work. We are committed to creating and promoting a culture of respect for all individuals including staff, students, their families and carers. We will not discriminate against anyone for reasons of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or for any other reason.</p>	
Aims	
The aim is to ensure consistent, transparency and fair treatment across the College.	
Objectives	
<p>The policy's purpose is to provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.</p>	
General Principles	
<p>Great Oaks College commits to:</p> <ul style="list-style-type: none"> •Encourage equality, diversity and inclusion in the workplace as they are good practice. •Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. <p>When we recruit new staff, we ensure that the selection process is fair and free from discrimination. All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, students and their families and carers, casual workers and the public.</p> <p>Great Oaks College take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, casual workers, students, their families, visitors, the public and any others in the course of the organisation's work activities.</p>	

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Decisions concerning staff being based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act).

Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.


Implementation and Training

Great Oaks College make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Great Oaks College provides training all employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

Review

The policy will be reviewed in two years (2025), unless indication arises prior to that date. The Great Oaks College Principal is responsible for reviewing and amending this policy as required.

Agreed by Board of Directors	
Version	1.1
Print Name	Killian O'Sullivan
Sign	
Date Agreed	17.10.23