



# **JAMES ALLEN'S GIRLS' SCHOOL (JAGS) (DfE Number 210/6002)**

## **EQUAL OPPORTUNITIES POLICY**

### **Introduction**

This policy has regard to the Equality Act 2010 and the School will take appropriate measures to ensure that those with protected characteristics, including disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation are fairly treated. The school will also adhere to the legal requirements concerning age discrimination.

### **1. PUPILS**

In its dealings with pupils, James Allen's Girls' School (incl. James Allen's Preparatory School) will have regard only to the merits, abilities and potential of the individuals concerned and not to their gender\*, colour, ethnic origin, age\*\*, socio-economic background, disability\*\*\*, religious or political beliefs, family circumstances, sexual orientation or other irrelevant distinction.

The School's objective is to provide for every pupil equal encouragement and opportunity to take full advantage of the school's facilities and activities.

The School's aims and curriculum reflect our commitment to this policy.

\* JAGS Senior School is a girls-only school (Year 7 - 13); JAPS is currently co-educational for Year 2, and girls-only in Years R, 1 & 3 to 6.

\*\* Subject to the School's regulations on pupil admission, which are reviewed from time to time to ensure they are appropriate for achieving the School's objectives and for avoiding unlawful discrimination.

\*\*\* Every reasonable effort will be made to ensure that children with a disability can participate fully.

### **2. STAFF**

The School is an equal opportunity employer and is committed to ensuring that, within the framework of the law, the School is free from unlawful or unfair discrimination on the grounds of gender (incl. gender reassignment), colour, ethnic origin, nationality, age, marital status, socio-economic background, disability, religious or political beliefs, family circumstances, sexual orientation or other irrelevant distinction.

The School aims to ensure that all staff can achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. The School has adopted the following steps as a means of achieving these aims:

a. Recruitment and employment decisions will be made on the basis of fair and objective criteria. Selection procedures will be reviewed from time to time to ensure that they are appropriate for achieving the School's objectives and for avoiding unlawful discrimination.

b. The requirements of job applicants and existing members of staff who have, or have had, a disability will be reviewed to ensure that whatever possible reasonable adjustments are made to allow them to enter into, or remain in, School employment. Promotion opportunities, benefits and facilities of employment will not be unreasonably limited and every reasonable effort will be made to ensure that disabled staff can participate fully.

c. Person and job specifications shall be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments will not form part of employment decisions, except where necessary.

d. The ethnic and gender composition of staff will be monitored at all levels. Information will be taken from existing records, with additional data sought when necessary.

e. Appropriate training will be provided, where necessary, to enable staff to implement and uphold this commitment to equality of opportunity. Such training could range from discussions with Senior Managers to externally provided courses. Training needs will be assessed as part of the normal annual personal development review process.

f. Working patterns will be reviewed, when necessary, so as to enable flexible working by staff with carer and/or childcare responsibilities, where this is possible. Where necessary, special provision will be made for training for staff returning to work following a break for domestic reasons.

g. Consideration will be given to developing action programmes to promote equality of opportunity.

h. All staff have a right to equality of opportunity. All staff have a duty to implement this policy.

i. Breach of the equal opportunity policy is a potentially serious disciplinary matter. Similarly, unsubstantiated accusations of discrimination for malicious purposes could be a serious disciplinary offence. Anyone who believes that they may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the Grievance procedure.

*Last updated January 2011*

*Review arrangements: overview by Governors annually  
full review by Management January 2012 (or earlier if major legislative change)*