



Staff Equality & Diversity Policy

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Approved by the Proprietor	Keith Boulter
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Policy Statement

Broadlands Hall School is committed to being an Equal Opportunities Employer and to valuing diversity by providing equality of opportunity to applicants and staff and by following working practices that are free from unfair and unlawful discrimination and encourage mutual trust and respect for individuals.

The aim of the Equality and Diversity in Employment Policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of:

- Age
- Disability
- Gender, including transgender
- Race, colour, nationality, ethnic or national origins
- Religion or belief
- Sexual Orientation

or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

This policy also seeks to ensure that no member of staff is victimised or subjected to any form of bullying or harassment in the workplace.

All members of staff have the right:

- To work in an environment free from discrimination, harassment and bullying
- To have equal access to training, career development and promotion opportunities
- To seek re-dress, without fear of victimisation, when they perceive they have been discriminated against, harassed or bullied in the workplace.

While specific responsibility for eliminating unlawful discrimination and providing equality of opportunity rests with the Proprietor and the Head Teacher, the Head Teacher expects that all staff will treat others with dignity and respect.