



## **Human Resources**

# **EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY**

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**Produced by:** Director of Finance & Resources

The Trustees of the Wandle Learning Trust (WLT) have adopted the following Equal Opportunities in Employment Policy which has been jointly agreed with representatives of its staff and will apply in all schools that are part of the Trust.

It is the policy of the Trust that there be equal opportunity for employment in its service and equitable terms and conditions for all staff, and that all employees be recruited, trained and promoted on the basis of their ability, their fitness for the work and the requirements of the job.

The Trustees instruct Local Academy Committees, Head Teachers, Leadership teams and all employees and other persons undertaking duties at the school:

- (a) to ensure that the terms of the Equality Act 2010 and this policy are observed and that no unlawful discrimination is permitted on grounds of religion or belief, colour, race, nationality or ethnic or national origins, marital status, sex, sexual orientation, disability or age, and
- (b) to ensure a positive attitude towards equality of opportunity and the administration of staff policies to that end.

Head Teachers are instructed to ensure that the terms of this policy are communicated to each employee, with guidance in the use of the School's harassment procedure or grievance procedure as a means of making any complaint of discrimination or failure to accord equality of opportunity.