



EQUALITY & DIVERSITY POLICY

Policy Adopted on:- 09.01.18

Approved by:- PPS Committee

Date of Review:- 09.01.19

EQUALITY & DIVERSITY POLICY

Seva School values the diversity of the communities we serve. We therefore strive to ensure that our services reflect the needs of all people within the various communities. All individuals can expect to receive equal access to employment and our services.

Our Commitment under this Diversity Framework is:

As an employer we will:

- Ensure that our recruitment and selection procedures are fair and equitable
- Train all employees who participate in recruitment
- Monitor our workforce
- Make reasonable adjustments to the workplace to minimise barriers to employment and education faced by disabled people
- Consult with employees regarding the development of this strategy
- Provide a working environment where harassment and bullying is unacceptable behaviour which will be challenged
- Comply with the Equality & Human Rights Commission Employment Statutory Code of Practice in respect of each “protected characteristic”.

As a Service Provider we will:

- Minimise the barriers faced by people using our buildings and facilities
- Train all staff to recognise the diverse needs of the people we serve
- Produce a range of information about our services and make that information available in various formats
- Provide a mechanism through our Complaints procedures for employees and clients to express their views about our services

EQUAL OPPORTUNITIES POLICY STATEMENT

Seva School is fully committed to equality of opportunity in employment and in the way we deliver our services.

We recognise that it is essential to employ the best people to deliver high quality services to our clients, partners, employees and students and as such we will ensure that prejudice, stereotypes and irrelevant factors are not used to exclude potential candidates for jobs within the school or to prevent people from doing their jobs to the best of their ability.

We also recognise that equality is part of achieving efficiency, effectiveness and value for money in the way we use resources, including the way we recruit, employ and manage. It is therefore a key element of our core vision, within our Business Plan to ensure that all employees are valued equally and equality practices become integral to the way we work throughout the school.

This Policy Statement therefore seeks to:

- Enhance and promote high quality services which are responsive to the needs of children, parents, carers, partners, stakeholders and clients
- Assist in creating a productive and prejudice free working environment which treats all employees fairly and with respect
- Demonstrate and promote a commitment to equality by challenging discrimination and valuing diversity amongst employees
- Improve the motivation, performance, skills and morale of the workforce.

We acknowledge that equal opportunities is the responsibility of every employee within the school, particularly those who have line management responsibility in the workplace.

Seva School's commitment to equality of opportunity will ensure that no potential or current employee, or anyone using our services will receive less favourable treatment because of:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

All employees will be made fully aware of this Policy and without exception must adhere to its requirements. Any employee who feels that they have grounds for complaint in relation to discrimination, bullying, harassment or victimisation has the right to pursue their complaint through the relevant internal policies and procedures.

INTERACTION WITH PUBLIC SECTOR EQUALITY DUTY

Seva School is a public body and as such is also subject to the public sector equality duty in Part 11 of the Act. The general equality duty requires a public authority – or a person carrying out a public function – to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

BEST EMPLOYMENT PRACTICE

Seva School is committed to ensuring equality of opportunity in employment by treating the diverse range of employees in a fair and equitable manner and that we do not unfairly discriminate against any job applicant or existing employee.