

## **GUTP EQUAL OPPORTUNITIES POLICY**

### **Aim**

The Partnership aims to ensure that Associate Teachers and staff are treated solely on the basis of their merits, abilities and potential, regardless of sex, gender, colour, ethnic or national origin, age, socio-economic background, disability, religious or political beliefs and family circumstances.

### **Objective**

**The objective is to maintain the GUTP as a Training Partnership open to all sections of the community and in whose activities staff and Associate Teachers participate fully and equally.**

### **Principles**

**The commitment to an equal opportunities policy is embodied in the following principles:**

- No member of the Partnership shall be subject to discriminatory treatment, either directly or indirectly, on any of the grounds stated above.
- Discrimination is unacceptable within the Partnership community in that it represents a waste of human resources and a denial of individual opportunity.
- The active support of the Partnership community is sought through the commitment and involvement of all groups of staff and Associate Teachers in the implementation of this policy.
- The Partnership is committed to a programme of action to ensure that this equal opportunities policy be fully effective.

## **EQUAL OPPORTUNITIES IN EMPLOYMENT AND IN RECRUITMENT OF ASSOCIATE TEACHERS**

The Partnership is committed to an equal opportunities policy in recruitment and employment practice. This commitment is based on legal responsibilities placed on employers by the Sex Discrimination Act 1975 and 2006, the Race Relations Act 1976, and subsequent Race Relations (amendment) Acts (2000 and 2003) and the Disability Discrimination Act 1995 and 2005 and on the recognition that groups and individuals can be subject to discrimination on a variety of grounds such as sex, gender, colour, ethnic or national origin, age, socio-economic background, disability, religious or political beliefs, family circumstances and Union membership.

The aim of the policy is to ensure that no Associate Teacher, employee or agent is subject to discriminatory treatment on any of the grounds stated above. It is recognised that discrimination can be both direct and indirect. The following definitions are derived from the legislation of 1975 and 1976, but it should be noted that they are not necessarily legal definitions.

- a) **Direct discrimination** occurs when a person is treated less favourably than others (in the same or similar circumstances) on the grounds of race, sex, disability or other inappropriate grounds.
- b) **Indirect discrimination** can occur when a condition or requirement adversely affects one particular group considerably more than another and which cannot be justified in terms of the requirements for performing the job.

It is unlawful to victimise individuals who have made allegations or complaints of discrimination on the grounds of race, sex or marital status or who have provided information about such discrimination. The Partnership regards as a serious disciplinary matter proven acts of victimisation in these or any other areas covered by the equal opportunities policy.

## **Definitions**

Particular attention is drawn to the following aspects of the policy:

- a. **Racial discrimination:** Covers discrimination on ground of colour, race, nationality, ethnic or national origins. Race may cover some religious groups.
- b. **Sex discrimination:** covers discrimination on grounds of sex or marital status or notions associated with the role of man and women in society (gender). Further it is contrary to Partnership policy to discriminate on grounds of sexual orientation either directly or indirectly whether at the time of recruitment or in post. The Partnership is committed to the removal of potentially discriminatory barriers in the workplace which may adversely affect the progress of men and women at work.
- c. **People with disabilities:** covers all people with disabilities including dyslexia, deafness, some visual impairments, loss of limb, MS, ME, RSI, some back injuries, HIV/AIDS, arthritis, diabetes, epilepsy, mental health difficulties and a range of other long term conditions. Such conditions are usually those that have lasted or are expected to last for one year or more. If you have a disability or long term medical condition (including mental health) which is likely to affect your studies you are encouraged to declare it at enrolment or as soon as you become aware of it so that we can put in place a process to review your needs and make any necessary adjustments to your study.

- d. **Harassment:** is an attack on the dignity and security of the individual person. It may cover unreciprocated and unwelcome comments, looks, actions, materials, suggestions or physical contact that is found to be objectionable and/or offensive and may create an intimidating working environment. The defining features are that the behaviour is persistent, offensive and intimidating, is unwanted by the recipient and would be regarded as harassment by any reasonable person. Established harassment and victimisation on the grounds of race, sex, disability or other areas covered by this policy will be viewed as a serious disciplinary offence.

## **Responsibilities**

**While the main responsibility for ensuring equality of opportunity is that of the Partnership Governing Body, it is important to make clear that individuals at all levels within the Partnership also have responsibilities for the implementation of the partnership's equal opportunities policy.**

The Partnership recognises the importance of providing equal opportunities for training, career development and promotion applicable to the different needs of personnel. It recognises that training can play an important role in changing procedures and behaviour.

The Partnership is committed to developing an efficient monitoring system to ensure the effective implementation of this policy in respect of the recruitment and management of staff and Associate Teachers.

The Partnership will include a reference to its commitment to the principle of equal opportunity in advertising for recruitment in the public domain.

The Partnership is committed to the investigation of complaints alleging racial, sexual or other discrimination and to the initiation of action where necessary under its normal disciplinary procedures.

Allegations or complaints of any form of discrimination should be made in the first instance to the Partnership Director or, if this is not appropriate, to the Head of the Lead School. In the case of the Partnership Director or the Lead School Headteacher being unable satisfactorily to resolve the issue it would be referred to a sub committee of the Partnership's Governing Body. Details of the constitution of this sub committee can be found on the GUTP website.