



EQUAL OPPORTUNITIES POLICY - Staff

Introduction:

This policy complies with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

RDUTC strives to be a prejudice-free learning environment where diversity is celebrated and all members of our community feel valued and supported so that they may achieve their full potential.

We have high expectations of all staff and aim to provide an appropriate working environment for them all, whatever their gender, sexual orientation, colour, origin, culture or religion.

It is the responsibility of all members of our community to work against any form of prejudice or negative stereotyping and to ensure that their conduct reflects this responsibility at all times.

Aim

The Governing Board of RDUTC strives to create an environment that will:

- eliminate unlawful, direct and indirect discrimination and promote equality of opportunity
- ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability creed, marital status, nationality, race, religion, gender or sexual orientation
- have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 76/207
- eradicate racial, religious or sexual harassment or discrimination
- value, celebrate and learn from the cultural diversity of its staff

The Workforce

appropriate support is provided so that all employees attain their full potential to the benefit of the school and themselves.

Discriminatory behaviour will be considered a disciplinary matter and may lead to dismissal.

Positive Action

Under-represented groups will be encouraged to apply for training and employment opportunities within RDUTC. Recruitment to all jobs will be strictly on merit, however.

