Equal Opportunities Policy

To be read in conjunction with:
Diversity and Equality Policy
Complaints Policy

Graduately Developing Futures (GDF) is committed to providing equal opportunities in all aspects of employment and training for its staff.

In line with the Equality Act 2010 the school will not tolerate discrimination on any of the following grounds:

- by treating an individual on grounds of gender, sexual orientation, religion, colour, marital status, disability, age, race, nationality or ethnic origin, or membership or non-membership of a trade union, less favourably than others;
- by expecting an individual on the above grounds to comply with requirements for any reason whatsoever related to their employment, which are different to the requirements for others;
- by victimisation of an employee;
- by harassment of an employee;
- by imposing work that is more onerous on one employee or student than on others; or
- by any other act, or omission of an act, which has as its effect the disadvantaging of an employee or student against another, or others, purely on the above grounds.

It is the policy of the school to ensure that entry into Graduately Developing Futures is determined solely by the application of objective criteria and individual merit. Equality will be accorded to applicants and employees without regard to gender, gender reassignment, sexual orientation, religion, colour, marital status, disability, age, race, nationality or ethnic or national origin, or membership or non-membership of a trade union.

The objective of the school is to employ, train and develop individuals who are suitably qualified or who have the ability to develop the skills necessary to undertake the obligations imposed by the position they occupy.

Harassment or victimisation at work or within the school will not be overlooked or condoned. Such behaviour will be considered a serious disciplinary matter.

All employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. The school will carry out an immediate investigation of any claims of discrimination on the above grounds. Any employee found to have conducted discrimination will be dealt with under the disciplinary procedure and may be dismissed.

Review This policy will be reviewed on an annual basis as a minimum. Next review date 01.09.2027

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