



**ST PETER'S
CHURCH of ENGLAND
PRIMARY SCHOOL**

Equal Opportunities in Employment Policy

Our Mission Statement

As a Christian family at St Peter's School, we create a unique place of learning, nurturing the gifts that God in His awesomeness has given us. We encourage every child and prepare them for life's journey, inspiring them to fulfil their potential, their dreams and their aspirations.

Sowing the seeds of tomorrow.

(Matthew 13:1-23)

Introduction

As a matter of Christian principle and in accordance with its foundation, the school will promote equality of opportunity in its employment policy and practice.

General Statement of Policy

The Governing Body of St Peter's CE Primary School, Darwen, is the employer of all its staff and is responsible for ensuring equal opportunities in employment. The Governors intend that no job applicants shall receive less favourable treatment because of their sex, marital status, race, colour, nationality, national origin, sexual orientation or disability, nor be disadvantaged by any other condition or requirement which cannot be shown to be justifiable in accordance with any relevant legislation or regulations.

The Governing Body has a duty to secure, preserve and develop the character of the school as a voluntary aided school. This duty is currently carried out in respect of employment under the powers accorded to the Governing Body by the School Standards and Framework Act 1998 Section 60.

As part of this duty, and in order to promote the school's Christian mission and service, preference may be given to professionally competent applicants for teaching posts who are committed to the rites, practices and doctrines of the Church of England. Applicants for all posts, whether teaching or non-teaching, may be asked about their willingness and ability to support the Church ethos of the school. All teaching staff will be expected to behave in a manner that is compatible with the precepts and the upholding of the tenets of the Church of England.

Application of the Policy

The principles of this policy apply to any person or employee, whether in full, part-time or temporary employment, who acts on behalf of the school.

Furtherance of the Policy

In furtherance of this Policy, all employees shall be informed of its existence, and guidelines shall be issued to employees and other persons responsible for implementing it as necessary. Selection criteria and personnel procedures shall be kept under review and the results of this Policy monitored.

- All persons responsible for or involved in selection, interviewing, confirming appointments and deciding levels of pay shall be made aware of this policy (for example by means of training or by advisory memoranda) and shall act in accordance with it. Applicants for vacancies shall also be made aware of the policy by means of advertisements, application forms or by other appropriate means.
- The Governing Body shall continue to apply nationally agreed terms and conditions of service as appropriate.
- The Governing Body has a programme of action to facilitate the adoption of appropriate procedures, including monitoring and the provision of training for staff and others to assist them in the implementation of this Policy.
- There will always be at least one member of staff or governors on an interview panel who has completed safer recruitment training.

Legal Framework

The Governing Body's policy and procedure relies on the provisions of a range of Acts and Regulations, in particular (but not exclusively): The Education Act 2011, The School Standards and Framework Act 1998, The Employment Equality (Religion or Belief) Regulations 2003, The Employment Equality (Sexual Orientation) Regulations 2003, The Race Relations (Amendment) Act 2000, The Disability Discrimination Act 1995, the Race Relations Act 1976, The Sex Discrimination Acts 1975 and 1986 and the Equal Pay Act 1970.

The governing body will review this policy every three years. However it may be reviewed earlier if new government regulations are introduced, or if the governing body receives recommendations on how the policy might be improved.

Signed:

Date: