

# The Constance Bridgeman Centre

Knowledge, Understanding, Opportunity

## Equality Information and Objectives Statement

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## INTRODUCTION

This policy describes the way in which The Constance Bridgeman Centre (CBC) meets the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy is applied to all staff and pupils, as well as any volunteers working in the school.

## ACCESS

Employees, pupils and volunteers are made aware of the existence of this policy and where it can be accessed.

This policy is reviewed bi-annually.

## POLICY STATEMENT

CBC will adhere to the requirements of the Equality Act 2010 by not discriminating against pupils, staff, volunteers or anyone involved in external agencies the organisation may be working with on the grounds of:

Sex, race, disability, religion or belief or sexual orientation.

**In addition, there will be no discrimination against:**

- Pregnant females or new mothers.
- Staff, pupils or volunteers undergoing gender re-assignment.
- Pupils due to the behaviour of their Parents/Carers and/or siblings.

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary.
- All visitors to CBC.
- All pupils at CBC.

In addition, CBC will:

- Ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups.
- Supply specialist aids and facilities to enable disabled people.
- Monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or discrimination.
- Undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to.
- Treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings.