



Talbot  
Specialist School

EQUAL OPPORTUNITIES  
AND DIVERSITY POLICY

2023-24

# TALBOT SPECIALIST SCHOOL EQUAL OPPORTUNITIES AND DIVERSITY POLICY

## **RATIONALE**

This policy describes the way in which Talbot Specialist School will meet 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 will be applied to all staff and learners, as well as any volunteers working in the school.

## **AIMS**

Talbot Specialist School will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the organisation may be working with.

In addition, Talbot Specialist School 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 to participate fully
- 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

## PRACTICAL CONSIDERATIONS

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.

This policy will be reviewed annually.

### **Complaints procedure**

#### **Stage 1**

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of the Senior Leadership Team. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

#### **Stage 2**

If the person continues behaving in an unacceptable manner, the matter will be referred to the Head Teacher and Governing Body who will decide the best course of action.

This may result in:

- a warning being issued
- a disciplinary
- a referral to a higher level of authority

#### **Stage 3**

The offending person has the right to appeal. He/she can write to the Chair of Governors.

The governing body will comply with all relevant legislation and will promote equality in all aspects of school life.

Date ratified:

Chair of Governors  (Debbie Grainger-James  
Vice Chair)

Date of review...23.2.23.....