

ST JOHN BOSCO CATHOLIC PRIMARY SCHOOL



Equal Opportunities Policy For Staff

“All human beings are endowed with a rational soul and are created in God’s image; they have the same nature and origin and being redeemed in Christ, they enjoy the same divine calling and destiny..... forms of social or cultural discrimination in basic personal rights on the grounds of sex, race, colour, social conditions, language or religion, must be curbed and eradicated as incompatible with God’s design.”

(Gaudium et Spes 1965 para.29)

1. Introduction

The school bases its employment practices on the concept of equality of opportunity and a spirit of justice and universal love in accordance with the message of the Gospels and the teaching of the Catholic Church.

St John Bosco Catholic Primary School is an inclusive school guided by the Gospel values that are expressed in our school aims and governors’ ethos statement. These aims promote inclusive education in its widest sense in all areas of school life.

(School inclusion statement, Nov 2002)

The Policy will be reviewed annually at the summer Governors’ meeting in each school year.

2. General Statement of Policy

In the case of Voluntary Aided schools, the Governors themselves are the employers of staff and are responsible for equal opportunity matters in employment. They intend that, consistent with their obligation to secure, preserve and develop the religious character of the school, no job applicant or employee shall receive less favourable treatment because of his or her gender, race, disability or difference.

3. Application of Policy

In this Policy and the accompanying implementation guidelines reference to “person” includes an employee of the Governors, whether full-time or part-time or on temporary contract who are employed on behalf of the school.

4. Furtherance of this Policy

In furtherance of this Policy all employees will be involved in the writing of it. Together with the Governors Guidelines for Implementation, it will be issued to employees.

Selection criteria and personnel procedure will be kept under review and the results of the Policy monitored.

All persons responsible for or involved in selection, interviewing and confirming appointments, shall be made aware of and act in accordance with this Policy. Applicants for vacancies should also be made aware of the Policy by means of further particulars, application forms or by other appropriate means.

The Governors will continue to apply national/local CES conditions of service as appropriate.

The Governors will develop a programme of action including the adoption of appropriate procedures including monitoring and the provision of training for staff to assist with the implementation of the Policy.

5. Legal Guidance

Reference should be made, where necessary, to:

Sex Discrimination Act 1975

Equal Pay Act 1970, Equal Pay (Amendments)

Regulations 1983

Race Relations Act 1976 and the Codes of Practice issued by the Commission for Racial Equality April 1984

Equal Opportunities Commission April 1985 pursuant to these Acts.

Reference should also be made to the Disabled Act 1995 and the Guidance Code issued by the Manpower Services Commission October 1984

Where there is any doubt about the application of any part of the Policy or the law, guidance should be sought from the Clerk to the Governors who, where appropriate will, in the first instance, consult the Diocesan Schools Commission.

This Policy was approved and adopted by the Governors on:

Reviewed in January 16

Review date January 17