



## **EQUAL OPPORTUNITIES POLICY**

*Equity, Diversity, and Inclusion*

<b>Reviewed by:</b>	Andrew Patterson, Compliance Manager
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<b>Approved by:</b>	Tracey Storey, CEO

## **Valuing Equity, Diversity, and Inclusion**

It is our aim to promote attitudes and behaviour appropriate to living in a multi-ethnic society.

Melrose Education is committed to the principle of equal opportunity in employment and accordingly, our employment policy for recruitment, selection, training, development and promotion is designed to ensure that no job applicant or employee receives less favorable treatment on the grounds of sex, race, colour, nationality, ethnic or national origins, marital status, sexual orientation, age, disability, trade union membership or non-membership, political or religious beliefs or being a part-time worker.

We believe in treating and respecting each person as an individual taking positive account of all protected characteristics.

The objective of this statement is to ensure that individuals are selected, promoted, and otherwise treated solely based on their relevant aptitudes, skills, and abilities.

Our policy has been developed to take regard to all relevant, current legislation.

### ***It is the policy of the company:***

To ensure that all employees are made aware of the existence of the statement and of their responsibilities and opportunities under the Equal Rights Legislation and to ensure:

- employees co-operate with management in the implementation of this statement,
- do not discriminate, harass, abuse, or intimidate other employees,
- that there is no direct discrimination, indirect discrimination, victimisation, or harassment of any employee,
- employees who consider that they are victims of unlawful discrimination may raise the issue using the procedure stated in the Grievance Policy or they can report the matter to a director.

Employees who commit discriminatory acts during their employment, which are considered to fall outside the intention of this statement, will be taken through the disciplinary procedure.

The company has appointed EDI (equity, diversity, inclusion) leads in each school who are responsible for the implementation – with the principal – of this policy and other EDI practices.