



CANSFIELD
ACHIEVING EXCELLENCE TOGETHER

How we comply with Public Sector Equality Duty (PSED)

<u>Approval Date</u>	8 th November 2018
<u>Policy Review Date</u>	October 2019
<u>Chair of Governors</u>	
<u>Headteacher</u>	

Equal Opportunities Policy – Codes of Practice

Statement of commitment to employees

The Primary and Supportive Commitment of the council in regard to Equal Opportunities in Employment will be expressed and implemented through this Code of Practice.

Objective

As an employer the council is committed to promoting equality of opportunity for all its existing and potential employees. The council has the responsibility to uphold the right of each employee to be judged on merit and competence.

The council will undertake this responsibility by promoting equality of opportunity through the council's employment policies, practices and service delivery arrangements, and will distribute and publicise this Code of Practice.

Policy

- (a) Expect all employees to behave with respect towards their colleagues and customers regardless of gender, age, nationality, national or ethnic origin, religious faith or belief, disability, social class, marital status or sexual orientation.
- (b) Seek to eliminate all forms of discrimination which contravene or Equal Opportunities commitment.
- (c) Respect cultural difference and promote an environment of cultural awareness.
- (d) Value diversity and use people's talents to the full.
- (e) Progress equal opportunities in employment and address areas of under presentation in the workforce.
- (f) Incorporate and monitor equality targets in employment and promotion policy and practice.
- (g) Provide mandatory training to ensure that all employees are aware of their rights and their duties under the Equal Opportunities commitment.
- (h) Accept the right of each employee and customer to be treated fairly.
- (i) Design and implement adequate systems and procedures to deal with any form of harassment or other unfair discriminatory incidents or complaints.
- (j) Encourage employees to report all types of unfair discriminatory practice.
- (k) Establish performance standards, targets and indicators to monitor the effectiveness of the implementation of this policy.

Support

The council will establish procedures and processes to support employees in maintaining the policy.