

Equal Opportunities Policy

Statement of Intent

The Greek School takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. The Greek School is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion/belief, colour, marital status, ethnic or national origin, or political belief is not tolerated within the Greek School.

A commitment to implementing our equal opportunities policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Head teacher at the earliest opportunity.

The legal framework of this policy is based on:

- Race Relations Act 1976
- Race Relations (Amendment) Act 2000
- Sex Discrimination Act 1986
- Children Act 1989
- Children Act 2004
- Special Educational needs and disability Act 2001
- Employment Equality (Age) Regulations 2006
- Children and Families Act 2014
- SEND Code 2015

The Greek School and its staff are committed to:

- Ensure that the recruiting, selecting, training and promoting of individuals is on the basis of occupational skills requirements. In this respect, the Greek School will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, gender, marital status, race, religion/belief, colour, cultural or national origin, or sexuality, which cannot be justified as being necessary for the safe and effective performance of their work or training.
- Providing a child care place, wherever possible, for children who are designated disabled or disadvantaged according to their individual circumstances, and the school's ability to provide the necessary standard of care.
- Striving to promote equal access to services and projects by taking practical steps (where possible) such as ensuring access to people with additional needs and by producing materials in relevant languages and media.

- Providing a secure environment in which all our children can flourish and all contributions are valued.
- Including and valuing the contribution of all families to our understanding of equality and diversity.
- Providing positive non-stereotype information about different ethnic groups and people with disabilities.
- Improving our knowledge and understanding of issues of equality and diversity.
- Regularly reviewing childcare practice to ensure the policy is effective and practices which are discriminatory.
- Making inclusion a thread, which runs through all of the activities of the school including encouraging positive role models through the use of toys, imaginary play and activities that promote non stereotyped images.

This policy was updated on the 15th of March 2018.