

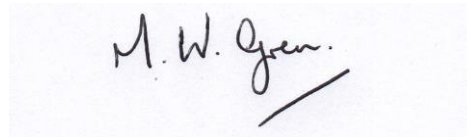
Equal Opportunities and Diversity Policy

THE HUB SCHOOL



Transforming Lives

Approved by:

A handwritten signature in black ink that reads "M. W. Green." with a horizontal line underneath.

Date: 29/01/2018

Last reviewed on: 26/01/2018

Next review due by: 26/01/2019

Contents

1. Introduction	2
2. Access	2
3. Policy Statement	2
4. Review of Policy.....	2

1. Introduction

This policy describes the way in which The Hub 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.

2. Access

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed.

This policy is reviewed annually.

3. Policy Statement

The Hub 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 on the grounds of:

- Sex, race, disability, religion or belief or sexual orientation.

In addition, there will be no discrimination against:

- Pregnant females or new mothers
- Staff, learners or volunteers undergoing gender reassignment
- Learners due to the behaviour of their parents and/or siblings

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.

The Hub School may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro-Caribbean boys or Roma children. (Previously, this could have been considered discriminatory).

4. Review of Policy

The review of this policy is to be completed by Jack Rollo, Teacher in Charge of KS4.