



Equal Opportunities Policy

September 2026

(to be reviewed September 2027)

1 Aims

The Management Committee of Larches High School aims to support the creation of an environment that will:

- 1.1 eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
- 1.2 ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
- 1.3 have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 2002/73/EC;
- 1.4 have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training.
- 1.5 aim to eradicate racial, religious or sexual harassment or discrimination; and discrimination on the basis of disability and sexual orientation, and
- 1.6 value, celebrate and learn from the cultural diversity of its staff.

2 The Workforce

2.1 Larches High School will ensure that no employee receives less favourable treatment and that appropriate support is provided so that all employees attain their full potential to the benefit of the school and themselves.

2.2 The cooperation of all employees is essential for the success of this policy. However, the Management Committee has lead responsibility for achieving the aims of this policy and for ensuring compliance with the relevant Acts of Parliament and Codes of Practice. Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

3 Positive Action

3.1 Underrepresented groups should be encouraged to apply for training and employment opportunities within the school. Recruitment to all jobs should and will be strictly on merit.

3.2 Wherever necessary, use should be made of lawful exemption to recruit suitably qualified people to cater for the special needs of particular groups.

3.3 Efforts should be made to identify and remove unnecessary and unjustifiable barriers and to provide reasonable appropriate facilities and conditions of service to meet the needs of under-represented groups.