



## Equal Opportunities Statement

It is the policy of Latchford St James CofE Primary school that respect should be shown to all people regardless of their physical difference, gender, age, sexuality, race, colour, creed, nationality or ethnic origin. The philosophy of Equal Opportunities permeates the life of the school and is promoted throughout the curriculum.

The governing body has a duty to secure, preserve and develop the character of the school as a voluntary aided school and to conduct the school in accordance with the provisions of the Trust Deed. This duty is currently carried out in respect of employment under the powers accorded to the governing body by the Schools Standards and Framework Act 1988 Section 60.

As part of this duty, and in order to promote the school's Christian mission and service, preference may be given to professionally competent applicants for teaching posts who are committed to the rites, practices and doctrines of the Church of England. Applicants for all posts, whether teaching or non-teaching, will be asked about their willingness and ability to support the Church ethos of the school. All teaching staff will be expected to behave in a manner that is compatible with the precepts and upholding of the tenets of the Church of England.

Through equal opportunities, boys and girls should develop a sense of their individual worth and of the value of their contribution to society; should learn to work together in groups, valuing the contribution of each member regardless of stereotyping, develop positive attitudes to all aspects of the curriculum and to careers and courses in further and higher education; and should develop a critical awareness of sexual stereotyping wherever it appears.

We will ensure that the recruitment and selection of staff is fair – there shall be no discrimination against applicants because of race, gender, age, sexuality, colour, creed, nationality, ethnic origin, physical difference or marital status. Recruitment will positively encourage applications from suitably qualified and experienced people whilst ensuring applications are welcome from people with non-traditional education and career patterns. Recruitment must result in the selection of the most suitable person for the job in respect of experience and qualifications.

No member of our school community will be discriminated against because of their race, gender, sexuality, colour, religious belief, nationality, ethnic origin, physical difference, disability, part time contracts, trade union membership or marital status.

This statement will be reviewed annually.