



EQUAL OPPORTUNITIES POLICY STATEMENT

Equal Opportunity Policy Statement

Performance Preparation Academy are committed to treating all students, parents, members of staff and job applicants equally. We believe that everyone should have an equality of opportunity, and that individuals are respected for who they are.

The aim of this policy is to communicate the commitment of Performance Preparation Academy and to ensure that no student, parent/carer, member of staff or job applicant receives less favorable treatment on the grounds of:

- Race
- Disability
- Racial, Ethnic or National origin
- Religion
- Gender, (including Gender Reassignment)
- Unemployment
- Language
- Social or Cultural background
- Behavioral or Learning difficulties
- Age
- Gender Orientation
- Marital or Civil Partnership Status
- Sexual orientation or preference
- Having or not having dependents
- Any other identifiable discriminatory cause

Scope

This policy statement is available to all members of the PPA community. These include:

- Students and their parents/carers
- Teaching staff
- Support staff
- Principals
- Managers
- Head Office staff
- Directors
- Job applicants

Responsibilities

The ultimate responsibility for the implementation of this policy lies with the Board of Directors. All Senior Faculty Members and Principals have direct responsibility for the implementation of procedures relevant to their specific area of work.

Every member of the PPA community has a responsibility for ensuring they behave in a manner consistent with equal opportunity principles.

All students and members of staff have a legal and moral responsibility not to discriminate and to report incidents of discrimination against any individual or group of individuals.

Any student or member of staff found to be discriminating will face disciplinary proceedings.

Performance Preparation Academy will endeavor to:

- Prevent occurrences of unlawful direct or indirect discrimination, harassment or victimisation
- Make this policy available to all members of the PPA community and job applicants
- Comply with its own equal opportunities policy

Ethos

Performance Preparation Academy are committed to:

- Promoting a harmonious working and learning environment
- Encouraging Teachers, Line Managers, Principals and Directors to be positive role models
- Fulfilling all its legal obligations and current equality legislation and associated codes of practice

Implementation

- The Equal Opportunities Policy will be posted on Moodle.
- Induction/training programs for staff will contain Equal Opportunity principles and responsibilities.
- Line Managers, Principals and Directors are required to ensure that individuals are guided and supported by relevant information regarding equal opportunities
- Any member of the PPA community who believes himself or herself to have been the subject of discrimination, should report their concern to the Vice Principal or direct line manager as appropriate.

Grievances

A member of the PPA community who feels victimised, as a consequence of making such a complaint in good faith must report it immediately.

Complaints of this nature will be dealt with seriously, in confidence and as soon as possible.

Any student who has reason to complain should first raise the matter with Performance Preparation Academy under its complaint's procedure. For any staff member who has reason to complain should refer to the Staff Handbook.

Policy Approved: August 2019

Due for Review: August 2020