

The Rowan Learning Trust

Equal Opportunities Policy – Code of Practice

Statement of commitment to employees

1. The Primary and Supportive Commitment of the Trust in regard to Equal Opportunities in Employment will be expressed and implemented through this Code of Practice.
2. **Objective**
As an employer the Trust is committed to promoting equality of opportunity for all its existing and potential employees. The Trust has the responsibility to uphold the right of each employee to be judged on merit and competence.

The Trust will undertake this responsibility by promoting equality of opportunity through the Trust's employment policies, practices and service delivery arrangements, and will distribute and publicise this Code of Practice.

3. **Policy**
 - (a) Expect all employees to behave with respect towards their colleagues and customers regardless of gender, age, nationality, national or ethnic origin, religious faith or belief, disability, social class, marital status or sexual orientation.
 - (b) Seek to eliminate all forms of discrimination which contravene our Equal Opportunities commitment.
 - (c) Respect cultural difference and promote an environment of cultural awareness.
 - (d) Accept the right of each employee and customer to be treated fairly.
 - (e) Maintain adequate systems and procedures to deal with any form of harassment or other unfair discriminatory incidents or complaints.
 - (f) Encourage employees to report all types of unfair discriminatory practice.
4. **Support**
The Trust will establish procedures and processes to support employees in maintaining the policy.

All new employees will receive a copy of the policy

Signature: _____

Date: _____