



Equal Opportunities & Diversity Policy (UK)

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POLICY STATEMENT

The purpose of the Equal Opportunities and Diversity policy is to provide a framework for the fair and equitable treatment of all employees and students within the organisation. ACS International Schools fundamental commitment is to promote, maintain and support a culture of equality and diversity within the ACS community, in which employees, students and prospective candidates are valued for their individuality and diversity and are not subject to less favourable treatment.

ACS is fully committed to ensuring that all staff, employees, workers, students and volunteers, as well as the wider community, are treated equally, fairly, and with respect, and in accordance with the Equality Act 2010, by ACS and by each other.

Prejudice, discrimination (direct or indirect), and victimisation are not tolerated

GUIDING PRINCIPLES

As an education provider ACS seeks to ensure equality of education and opportunity for all students irrespective of age, disability, gender, gender identity, marriage, pregnancy and maternity, race, religion or belief and sexual orientation. ACS will adhere to the legal definitions of these characteristics as set out by the Equality and Human Rights Commission.

ACS aim to develop a culture of inclusion and diversity, in which all those connected to the school feel proud of their identity and are able to participate fully in school life.

As an employer ACS seeks to ensure equality of opportunity and fair treatment in the recruiting and hiring, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures and termination of employment of employees at all levels of the organisation.

ACS opposes any form of less favorable treatment through direct or indirect discrimination, harassment or victimisation to employees, regardless of their status. All employees have a duty to act in accordance with this Policy. The principles of non-discrimination and equality of opportunity also apply to the way in which employees treat students, parents, visitors, suppliers and former employees.

ACS is committed ensure that no candidate, employee or worker will be treated less favourably because of their age, sex, gender reassignment, sexual orientation, marital status, race, (including colour, nationality, national origins or ethnic origin) religion or belief, disability and pregnancy (maternity and paternity). ACS will adhere to the legal definitions of these characteristics as set out by the Equality and Human Rights Commission.

ACS recognises its obligation towards people with a disability. If you are disabled or become disabled, we encourage you to discuss your condition with your Principal/Line Manager or a member of the HR department so that appropriate support can be considered. If you experience any difficulties at work because of your disability, you speak to your Principal/Line Manager or a member of the HR department to discuss your situation in order to review whether any potential reasonable adjustments may be made to help you overcome or minimise the difficulty.



BREACHES OF THIS POLICY

As a student, if you believe that you have been discriminated against you are encouraged to raise the matter to any member of ACS staff or speak to the school counsellor or Designated Safeguarding Lead.

If you believe that you may have been discriminated against you are encouraged to raise the matter through the ACS Grievance Procedure. If you need advice on how to proceed please liaise with an appropriate member of the HR department.

An employee who makes an allegation in good faith will not be victimised or treated less favorably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under the ACS Disciplinary Procedure.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated thoroughly. If a potential investigation determines that an act of discrimination or harassment has occurred, the organisation will consider this as a serious disciplinary matter and will be dealt with under the ACS Disciplinary Procedure and in accordance with the ACS Child Protection and Safeguarding Policy.

RELEVANT HR POLICIES AND PROCEDURES

- ACS Code of Conduct
- Disciplinary Policy
- Grievance Policy
- Whistleblowing Policy
- Recruitment Policy (including medical questionnaires and assessments)
- Hours of Work
- Time Off Work
- Sickness Absence and Occupational Health
- Family Friendly Workplace (e.g. maternity, paternity, etc)
- Health & Safety Policy
- Performance Reviews and Career Progression
- IT Acceptable Use and Social Media
- ACS Child Protection & Safeguarding Policy