



## **TIDEMILL EQUAL OPPORTUNITIES POLICY STATEMENT**

*Tidemill Academy is committed to equal opportunities both in the provision of services and as an employer.*

**EQUALITY of opportunity for all sections of our community and workforce is an essential value for Tidemill Academy. This means recognising the inequalities which people suffer and take action to reduce them. Everyone has a role to play in ensuring fairness towards colleagues and the community.**

This commitment is integral to the provision of any service and the employment conditions of each and every member of staff. We expect all our staff to promote equality in the workplace and in the services we deliver. In this way, Tidemill Academy can redress inequality.

Equal opportunities' means access to jobs, services, information and participation for everyone. We recognise that because some groups of people experience prejudice and discrimination that to make opportunities really available we have to make an extra effort. Tidemill Academy exists to represent and provide services for all the children and families of the Borough of Lewisham and other neighbouring boroughs.

The equal opportunities policy requires that Tidemill Academy recognises and respects cultural and religious diversity and serves all sections of our communities. Access to services will be based on need or entitlement. Tidemill Academy will be open in its approach and make sure we find out and take account of the views and experiences of our diverse community.

### **What does our policy cover?**

#### **Friendly, responsive and accessible services**

Services need to be friendly and welcoming to all and able to understand and respond to a variety of needs and requirements. This means being prepared to adapt and change what we provide. For example, by catering for children with disabilities and special needs; providing appointments in ground floor offices where access is difficult; organising late appointments for working parents; providing support for single parents and providing interpreters where needed.

#### **Services based on need**

To make sure we have got it right we need to know what the needs or requirements of the different groups are. This means knowing about the numbers and needs of the relevant groups for our services.

### **Services for all**

Our equal opportunities policies in employment are designed to lead to better services which are sensitive to a variety of needs and requirements in our local communities. We aim to give fair access to our services to everyone and this may mean making some special or separate provision.

### **Information for everyone**

Information about services is a crucial element of an equal opportunities framework. If it is not made available in an understandable form to all sections then access to service is in practice restricted to those people "in the know". Information should be widely circulated, available in different forms and languages and encourage all groups to use the service. It also needs to make clear to everyone what determines access to services. Clear information about entitlement and about service standards is also important.

## **EMPLOYMENT**

In a service like ours, the workforce is at the heart of our commitment to service quality and equality of opportunity. The people who manage and provide Tidemill Academy's services should reflect the diversity of our local communities. This will help us to respond sensitively and effectively to a variety of needs and preferences.

To achieve high quality services, we will do all we can to develop a committed and highly motivated workforce. This will involve excellent communications throughout our organisation; training and development for staff at all levels; and management leadership which sets clear goals and encourages participation. In recognition of the high standards we demand from our employees, Tidemill Academy is committed to good employment practice. All targets and quality standards will take into account this policy statement.

### **Fair recruitment**

We need to show our commitment to equal opportunities in practice. This means fair selection which recruits people according to their ability to do the job and leads to a workforce which has a good cross section of people and reflects that make-up of our communities.

### **Positive action to equalise chances**

We know that everyone in our society does not have an equal chance, and equal opportunities. This is why we have maternity and nominated support leave, adoption and dependants leave.

### **Valuing ALL employees**

Showing that we value all staff, providing everyone with what they need to do a good job, creating opportunities to develop new skills and progress within the school are all important ways of demonstrating equal opportunities in practice. Our policies are designed to set a framework for managers to do this