



## EQUAL OPPORTUNITIES POLICY

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# 1.Introduction. Equal Opportunities Policy- Our Commitment.

Discrimination includes any action based on gender, race, religion, language, political ideas, or sexual orientation that deprives an individual of his or her full rights as a member of the school community. Harassment includes hostile, intimidating or offensive behaviour and verbal and non-verbal expressions targeting an individual's gender, race, religion, language, political ideas or sexual orientation.

Any kind of negative behaviour or action such as sexual harassment, insulting, libelling, threatening, and inciting other students to do such actions, as well as discriminating, condemning or disparaging persons or groups on the basis of their gender, race, religion, or political ideas may result in suspension, exclusion and/ or legal sanction.

It is the policy of the Board that all board and management decisions about staff assignments, promotion, demotion, transfer, determination of salaries, and benefits shall be made without regard to race, colour, religion, national origin or disability. Individual merit and suitability for the job shall be the only considerations.

Orbital Education Group Schools are committed to equal opportunities for all. This policy is to make sure that no pupil, employee, parent or person involved or associated with the schools receives less favourable treatment on the grounds of:

- Age
- Disability
- Gender
- Marital or civil partnership status
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Sexual orientation

Orbital Education Group is opposed to all forms of unlawful and unfair discrimination. We are committed to the values enshrined in the UN Convention on the Rights of the Child and believe in human rights and for all those connected with this organisation and all members of society. No action shall be taken against them by any person connected with the Group or its schools which would devalue their contribution to society and to Group and its schools, or lead to a loss of their own self-respect, or respect for them from others.

Responsibility for making sure that the school fulfils its obligations under this Policy rests with the Principal/ Head of the school.

## **2. Who does the Policy apply to?**

All individuals within the Group and its schools are responsible for compliance with this Policy, and for the positive attitude it requires. All external persons connected with the schools are encouraged to hold the same responsibility and commitment.

## **3. What will Orbital Education do?**

We will make sure that all our staff are aware of our Equal Opportunities Policy, and where applicable, will make people aware of their responsibilities.

All job applicants, employees and others who work within the Group will be treated fairly and will not be discriminated against on any of the grounds mentioned above. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

### **Dealing with complaints**

It is recognised that many individuals may be unwilling to make a complaint regarding equal opportunities, for a variety of reasons, including:

- Fear that others will consider that behaviour trivial
- Fear of retaliation and/or public humiliation
- Fear that the complaint will not be taken seriously

It is important that employees should feel able to raise concerns without fear and in the knowledge that their complaint will be taken seriously.

All complaints will receive prompt attention and will be properly investigated. Schools will seek to resolve them as quickly as possible.

Sometimes it may be possible for an employee affected by the behaviour of another simply to ask the harasser to stop or make it clear that the behaviour is unwelcome. If this is appropriate, then the employee should do this. However, such an approach may not be appropriate, and any person affected should feel able to raise matters at any time with their line manager, person responsible for HHRR and or with the Principal/ Head of the school, under the business's existing Grievance Procedure.