**Equality Policy**

**The importance of equality within schools:**

Supply Personnel expects all our employees to provide pupils with a range of educational and personal development opportunities so that they have the scope to develop their potential physically, socially and academically. In striving to achieve this, Supply Personnel will provide specific training to all our staff, which value cultural diversity, challenge prejudice and build on the experiences of all team members.

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

• sex

• race

• disability

• religion or belief

• sexual orientation

• gender reassignment

• pregnancy or maternity

**Aims of this policy:**

We see our first task as equipping children with awareness of an increasingly diverse society and of presenting the world as it is and as we would like it to be. On these foundations’ children will develop their own attitudes to a pluralistic society. In addition, we aim to:

• contribute towards raising self-esteem.

• challenge negative stereotypes

• promote positive attitudes to gender equality

Supply Personnel’s CPD Training in partnership with Educare covers one CPD hours and comprehensively covers:

* what equality and diversity mean and how they affect you?
* barriers that can prevent equality from being realised such as prejudice, stereotyping, discrimination, victimisation and harassment
* key legislation and both employers’ and employees’ responsibilities in relation to it
* the Equality Act 2010 and the ‘protected characteristics’ that form the basis of the law.

**Failure to comply to this policy will result in Supply Personnel removing you from our system and no longer providing work-finding services on your behalf.**