



# **iBOS Equal Opportunities Policy**

## **The aims of our school are**

- A school where teachers, staff, and students are expected to support and extend the atmosphere of respect, courtesy, the love of learning and the value of friendship that is held dear at iBOS.
- iBOS aims to develop students to become well-rounded individuals. We aim to empower our students with the best tools and resources, making them capable in following and achieving their dreams, to become valued members of our global societies, and to allow them to make a positive difference to the world, wherever they choose to progress to.
- Students leave iBOS prepared for university. They are confident, contributing and caring members of the global community and they have embraced the challenge of our specialised education. They will have gained the values that equip them to make a positive contribution

**Responsibility of: The Principal**

**Date Ratified: 05 May 2023**

**Review Date: 05 May 2024**

## **iBOS EQUAL OPPORTUNITIES POLICY**

### **Policy objectives**

iBOS promotes a culture and acceptance of equal opportunity for all, regardless of their gender, sexual orientation, disability, religion, ethnicity, race, and national origin. As an Equal opportunities employer, iBOS strictly prohibits engaging in discrimination against any employee or applicant for employment.

### **Equality**

Equality is the same status, rights, and responsibilities for all members of society, group, or family.

### **Equal Opportunities**

It is the policy of iBOS to treat all employees fairly and equally. This policy applies to: Safer recruitment; terms and conditions of employment contract; promotion; employee training and development and every other aspect of employment.

As a part of its commitment to a safer and secure workplace for all its employees, iBOS aims to carry out a fair recruitment and selection process for anybody who applies to work at iBOS in the capacity of support and teaching staff and any role which has direct access to pupils or pupil information.

As a part of Safer Recruitment, applicants are asked to fill in an equal opportunities form highlighting their gender, sexual orientation, ethnicity, religion or belief, age, and any physical and mental disability under the Equalities Act 2010. The information provided by the applicants is treated in the strictest confidence and is used solely for monitoring.

The main objective of this policy is that no person should suffer or experience less favourable treatment, discrimination, or lack of opportunities on the grounds mentioned above. This policy will influence and affect every aspect of activities carried out by iBOS. Throughout its activities, iBOS will treat all people equally whether they are:

- Seeking or using services
- Applying for a job or already employed with the school