



Revised September 2016

## **Blade Education Equal Opportunities Policy**

Blade is committed to the promotion of equal opportunity. It takes a positive view of ethnic and cultural diversity, and holds that everyone should have equal rights and opportunities to make a significant contribution to our society coming from the richness of cultural backgrounds. Any factor that restricts such equality or impedes such contribution should be eliminated. Blade Education pledges its support for social justice.

Responsibility for overseeing and implementing the equal opportunities rests with the Directors, but application of the policy is also the responsibility of every member of staff working for the organisation. Overall strategic responsibility lies with the Directors and administrative responsibility lies with the staff responsible for the general application of the policy throughout the organisation. It is the responsibility of anyone working for Blade Education to ensure that this statement of policy is applied in practice in every aspect of our work.

Blade Education is committed to developing practices which are not only compatible with the law but also commensurate with best practice.

Blade Education will ensure that no applicant for employment receives less favourable treatment on grounds of age, colour, disability, ethnic origin, gender, domestic responsibility, sexual orientation and criminal convictions unless these are deemed relevant.

Where a post becomes vacant or a new post is created, a job description and candidate specification will be drawn up and checked to make sure it is free of discrimination. Job advertisements will be based on these and published as widely as possible to ensure that they are read by a wide variety of people. Directors and staff involved in short-listing, interviewing and selection will be aware of the selection criteria and the need for it to be carefully applied. These procedures will be monitored and assessed.

The Directors of Blade Education will ensure that staff will be informed of the organisation's commitment to equal opportunities and the main provisions of the legislation upon which the policy is based. Staff will discuss the implementation of equal opportunities and diversity throughout our work.

Complaints about discrimination will be treated seriously and sensitively and will be referred immediately to the Directors.

In respect to our research, publications, events and all aspects of our work, Blade Education will endeavour to ensure that there is fair and positive representation.

This policy sets out the direction and challenge of promoting equal opportunity and celebrating diversity, but it is member of staff that are responsible for developing working practises and structures to implement this policy on every level.

Blade Education (Ltd) is a company limited by guarantee and registered in England and Wales.  
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