

# Equal Opportunities Policy

**Reviewed September 2024**

**Date of next review September 2025**

The Graduate Network is an Equal Opportunities Employer. Therefore, we aim to treat all job applicants, candidates and employees equally. There will be no discrimination in terms of marital status, gender, sexuality, disability, age, colour, race, nationality, ethnic or national origin.

This policy also covers recruitment, induction, conduct at work and the company disciplinary and grievance procedure. The only basis for selection or promotion to a job is the individual's suitability for that job.

All candidates and employees have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals. Any employee found to be discriminating will face disciplinary proceedings.

## **Equal Opportunities Guidance For Candidates**

The Graduate Network is committed to Equal Opportunities and affirms its policy to uphold education programmes that ensure:

- the rights of all groups are protected
- equality of opportunity for all irrespective of sex, ability or ethnicity
- racial and cultural differences are respected at all times
- the elimination of all practices which unfairly discriminate on the grounds of sex, sexual orientation or ethnicity

The Graduate Network supports the rights of pupils with special needs and wishes to ensure that they are treated to the same opportunities as those without.

This agency wishes to make clear to candidates that it does not support any inappropriate form of physical contact to discipline a child. It is a condition of inclusion on our register that you comply with the spirit of Equal Opportunities and that you do not use unreasonable force to control or restrain a pupil.

All forms of discrimination by any candidate representing The Graduate Network will be treated seriously as such behaviour is unacceptable. Racist symbols, badges and insignia on clothing and equipment are forbidden in school. Candidates should be aware of possible cultural assumptions and bias within their own attitudes.

The Graduate Network requires all candidates to be fully aware of the implications of equal opportunities. Should you be unsure of any aspect of the above please ask your consultant to explain them to you in more detail.