Equal Opportunities Statement

(Recruitment & Selection Guidance)

Overview

1.0 Equal Opportunities

Good government is important to the community and how we provide our services. In Waltham Forest we recognise the impact that the School activities can have on the quality of life of the people and communities that we serve. It's our role (in partnership with others) to protect the environment; improve public health; support the vulnerable; educate for life; improve the quality of homes people live in; develop the economy of the area; promote and foster choice and democracy.

What we do can make a real difference to the lives of the people that we serve. We are determined to be a modern School, working with the community for the community – and equality of opportunity is at the heart of our thinking and effort.

Equal opportunity in service delivery means that we recognise the different and varied needs of the individuals and communities that we serve. We aim to meet these needs in a fair, objective and open way.

Equal opportunity in employment means offering genuine equivalent treatment to our staff and job applicants across our employment and recruitment practices.

Our aim is to enable all our employees to make their distinctive contributions to the service we provide for the benefit of the people of Waltham Forest.

Therefore, the School is determined and dedicated about developing a working culture that is fair and inclusive. Sadly, prejudice, whether conscious or unconscious is still a matter of fact within today's society. However, we must not underestimate the power that positive influences can have within the workplace which can promote equality of opportunity in organisations, institutions and for individuals.

We believe that a commitment toward equality and diversity is right for society, right for the School, right for staff, right for customers, and right for our community as a whole. We will regularly review the effectiveness of our employment practices to ensure that they are appropriate and fair for all. We will encourage our staff and partners to welcome diversity, respect each person's individuality and value their creativity. We expect our managers to champion our values, challenge prejudice and be an example of appropriate and positive behaviour.

We will regularly assess our progress, using a variety of measures. We will ask our staff, customers, suppliers and partners what they think and as appropriate take the necessary actions to development positive outcomes. We are committed to improving our performance, and people's perception of it, consistently over time.

2.0 Employment Initiatives for those applications with Disabilities

All information submitted on the School's recruitment application, Monitoring Disability section will be assessed to if the applicant has met the essential **minimum** requirements of the post. This is in line with the positive action, √√ Disability Scheme that is fully supported by the School. This Job Interview Guarantee means that all applicants with disabilities who meet the **minimum** requirements for the post will be interviewed.

Important note: this is intended as general guidance only. It is not legal advice and must not be regarded as a definitive interpretation of the 2010 Act. Any one in doubt should seek their own legal advice.