Equality in Education Statement

The Education Service belongs to the people who make up the community in Waltham Forest, and it aims to respond to the needs of that community. All individuals are entitled to a quality of life which will enable them to achieve their full potential.

Not all people are treated as equals. Many individuals and groups within our community face disadvantage and discrimination. This prevents them from participating in, and benefiting equally from, educational opportunities. It impoverishes the quality of life for all.

The Education Service in Waltham Forest is committed to challenging such injustice and making the best use of all our human resources.

We aim to provide better services for all, by striving to create a workforce which reflects our community at all levels, and through the personal and professional development of our employees.

Our strategy includes positive action with staff development. We intend to provide an environment which enables all our staff to identify needs, to express themselves, and to share in developing our policies. Those in managerial positions have a particular responsibility to ensure that progress is made in these areas.

We are committed to a comprehensive and regular evaluation of all aspects of education. We intend to eliminate any practices which contribute to inequality. We intend to reinforce and extend existing good practice, and to promote equality for all.

This commitment is based on justice, and on the legal duty placed on both the Education Authority, and on individuals. Every person's attitudes and values are reflected in their behaviour. Because we are all involved in education, we share the responsibility for actively opposing, and striving to remove, inequality and discrimination.

LONDON BOROUGH OF WALTHAM FOREST

IMPORTANT NOTE FOR ALL APPLICANTS

PLEASE READ CAREFULLY

ASYLUM AND IMMIGRATION ACT 1996 SECTION 8

PRVENTION OF ILLEGAL WORKING

The above Act came into force on 27 January 1997 and states it will be an offence to employ a person with no immigration entitlement to work in the United Kingdom.

It you are successful in your application for this post you will be required to provide one or more of the original documents listed below.

- A document issued by a previous employer, the Inland Revenue, the Benefits Agency, the Contributions Agency or the Employment Service (or their Northern Ireland equivalents) which states the National Insurance number of the person named.

- The could include a P45, a pay slip, a P60, a NINO card (the newer plastic cards or the older style cards) or a letter issued by one of the Government bodies concerned.

THE ABOVE SHOULD COVER MOST APPLICANTS

- A passport describing the holder as a British citizen or as having the right of abode in – or an entitlement to re-admission to – the United Kingdom.

- A passport containing a Certificate of Entitlement issued by or on behalf of the Government of the United Kingdom certifying that the holder has the right of abode in the United Kingdom.

- A certificate of registration or naturalisation as a British citizen.

- A birth certificate issued in the United Kingdom or in the Republic of Ireland.

For these purposes the United Kingdom included England, Wales, Scotland, Northern Ireland, the Channel Islands and the Isle of Man.

- A passport or national identity card issued by a State which is a party to the European Economic Area Agreement and which describes the holder as a national of that State.

- A passport or other travel document endorsed to show that the person named is exempt from immigration control, has indefinite leave to enter, or remain in, the United Kingdom or has no time limit on his or her stay; or a letter issued by the Home Office confirming that the person named has such status.

- A passport or other travel document endorsed to show that the person named has current leave to enter or remain in the United Kingdom and is not precluded from

taking the employment in question; or a letter issued by the Home Office confirming that this is the case.