

This Equal Opportunities Policy Statement is designed to implement the commitment of the Trust to Equal Opportunities. It is the responsibility of every employee (team teacher or volunteer) to ensure his or her own conduct conforms to the expected standards and reflects these Policy Statements. The aim of the policy is to encourage understanding and respect amongst individuals so as to promote good working practices.

The Equal Opportunities Policy Statement

1. The Trust values the individual contribution of people irrespective of gender, age, marital status, race, colour, religion, disability, sexuality, ethnic or national origin.
2. All associates and students will be treated with dignity and respect. The Trust will use its best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of gender, age, marital status, race, colour, religion, disability, sexuality, ethnic or national origin.
3. The Trust aims to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities.
4. The Trust will not tolerate acts which breach this policy and all instances of such behaviour or alleged behaviour will be taken seriously and fully investigated.
5. The Trust undertakes to distribute and publicise this policy statement to all associates and elsewhere when appropriate.
6. Any associate (team teacher or volunteer) who believes that they may have been subjected to treatment which breaches this policy may raise the matter through the Director or Chair of the Trust.

This policy was adopted at a meeting of the JTPTrust held on 18th April 2010

Signed _____ *R J Mawer* _____ (Chairman)

Chairman Bob Mawer

on behalf of ***The Janice Thompson Performance Trust***

'This policy was reviewed and approved by the JTP Trust Committee in March 2020'