



## **Our Lady and St Patrick's College, Knock**

### **Summary of Equal Opportunities Policy**

**Aim:** Our Lady and St Patrick's College, Knock is committed to the promotion of equality of opportunity, fair participation and good relations. It is the policy of the Board of Governors to provide employment equality to all, irrespective of:

- gender, including transgender, marital status or civil partnership status;
- pregnancy, maternity or parenting status;
- sexual orientation;
- religious belief;
- political opinion;
- race;
- age;
- disability;
- having dependants or not; and
- trade union membership or non-membership.

Selection for employment and advancement will be on the basis of suitability, qualifications and aptitude to carry out the duties of the post. Eligibility criteria for all teaching posts will reflect the ethos of the school sector.

**Legal Framework:** The Board of Governors is opposed to all forms of unlawful discrimination, direct or indirect, against any teacher in the recruitment and selection process, in training, selection for redundancy, or in any other way. All job applicants and employees will be treated fairly and will not be discriminated against on the grounds of their gender, including transgender, marital status, pregnancy, maternity or parenting status, civil partnership status, sexual orientation, religious belief, political opinion, race, disability or age. Decisions about recruitment and selection, advancement, training or any benefit will be made objectively and without unlawful or unfair discrimination or harassment.

The Board of Governors recognises its obligations under the:

- Equal Pay Act (NI) 1970 (as amended);
- Sex Discrimination (NI) Order 1976 (as amended);
- Disability Discrimination Act 1995 (as amended);
- Trade Union and Labour Relations (Northern Ireland) Order 1995;
- Race Relations (NI) Order 1997 (as amended);
- Fair Employment and Treatment (NI) Order 1998 (as amended);
- Employment Equality (Sexual Orientation) Regulations (NI) 2003;
- Employment Equality (Age) Regulations (NI) 2006;
- Equality Act (Sexual Orientation) Regulations (NI) 2006 (as amended);
- Fair Employment (School Teachers) Act (NI) 2022.

**Recruitment and Selection:** The Board of Governors will ensure that advertisements do not indicate, or appear to indicate, an intention to discriminate in recruitment, selection or promotion. Advertisements must not be confined unjustifiably to geographical areas or publications which would exclude or disproportionately reduce the numbers of applicants from a particular group. A statement promoting the Equal Opportunities Policy will be included in all advertisements for teachers. All advertisements will include essential and desirable criteria needed to carry out the role; irrelevant qualifications surplus to the job will not be included without a valid reason.

Applications must be submitted on official application forms (or with a curriculum vitae) and appointments will be made following a selection process which provides for shortlisting and interview panels. Appointments will be made through a fair and transparent process that follows employment and fair employment to ensure there is no room for outside influence or candidate favouring.