

2.0 Equal Opportunities

2.1 What Does This Mean?

2.11 The Kent County Council is committed to achieving quality of opportunity in all of its education services.

This means an education service with equal access for all, so that the Authority can meet the needs of everyone in our community.

We seek to ensure that all those against whom prejudice may be used, in particular the disabled, women, and people from ethnic minority groups, are not subjected to any forms of discrimination.

2.12 Accordingly, the Authority is implementing policies specifically designed to counteract the existence of discrimination.

Just to mention a few, through the introduction of equal opportunity policies, the following can be improved significantly:

- Recruitment procedures
- Allocation of training resources
- Wider availability of skills and talents
- How we manage staff and our relationships with each other.

Equal Opportunities recruitment procedures are about identifying ways of meeting service needs in the fairest possible way.

2.2 What Facts Are Needed?

2.21 To be effective, we need an accurate picture of the workforce. This means collecting information about everyone's sex, ethnic origin, job, grade and whether they have a disability.

2.22 Each applicant will be asked to complete a monitoring form, returnable to the Area Office, where information will be aggregated and presented in statistical form only.