

**Protocol Education wishes all candidates on its register to be fully aware of the implications of equal opportunities.**

Protocol Education takes a positive approach to equal opportunities for all. Equality of opportunity means that all children have the opportunity to achieve the best possible development, regardless of their gender, ability, race, ethnicity, circumstances or age. Some vulnerable children may have been particularly disadvantaged in their access to important opportunities and their health and educational needs will require particular attention in order to optimise their current welfare as well as their long-term outcomes in young adulthood.

Equal Opportunity policies vary across schools and local authorities. However Protocol Education wishes to affirm its complete support of, and compliance with, the equal opportunities policies of the individual schools and authorities with which the Company deals.

Protocol Education affirms its determination to uphold education programmes that ensure:

- Racial and cultural differences are respected
- The rights of all groups are protected
- Equal opportunity for all regardless of race, sex, disability, age, marital or civil partnership status, colour, ethnic or national origin, creed, sexual orientation, gender reassignment, and membership or non-membership of a trade union
- The elimination of all practice which discriminates unfairly against any section of society

Protocol Education is also concerned for the rights of pupils with special needs and takes full cognisance of the

Special Needs Code of Practice. Therefore, Protocol Education wishes to ensure that pupils with special needs receive their full education entitlement.

**Failure to comply with the spirit of the relevant legal requirements will result in your removal from Protocol Education's register.**