

The American School in London

Equal Opportunities Policy

The current version of any policy, procedure, protocol or guideline is the version held on the ASL website. It is the responsibility of all employees to ensure that they are following the most up-to-date version.

Responsible person	Director of HR
Approved by	Admin Finance Committee
Approval date	March 2026

I. Introduction

It is the School's policy not to discriminate against but to treat employees, and all other members of the school community and any person visiting the School, equally, regardless of their race, age, disability, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment, religion or belief. The School expects all employees and all other members of the school community to comply with this policy. This policy applies to the advertising of jobs and appointment to them; to recruitment generally; to training; to conditions of work and pay and every other aspect of employment.

II. Direct and indirect discrimination

Discrimination can be direct or indirect and may occur unintentionally. Direct discrimination is treating someone less favourably because of certain attributes of who they are. It is unlawful to discriminate against people who have 'protected characteristics' which include race, age, disability, pregnancy and maternity, sex, sexual orientation, gender reassignment, religion or belief.

Indirect discrimination refers to when an individual is subject to an unjustified criterion or practice which puts them at a particular disadvantage. Discrimination also includes victimisation and harassment (see separate Prevention of Bullying and Harassment Policy).

III. Complaints

Any employee who feels that they have been disadvantaged on discriminatory grounds should raise the matter through the Grievance Procedure. Any employee who believes that they have been harassed should raise the matter through the Prevention of Bullying and Harassment Policy.

IV. Discipline

Any employee who harasses any other employee or member of the school community on the grounds of race, age, disability, sexual orientation, marriage and civil partnership, pregnancy and maternity, gender reassignment, religion or belief, or otherwise acts in breach of this policy, will be subject to the Performance Management and Conduct procedure. In serious cases, such behaviour will constitute gross misconduct and, as such, may result in summary dismissal.