ASHURST CE AIDED PRIMARY SCHOOL

EQUALITY & DIVERSITY IN EMPLOYMENT POLICY



from September 2020

INTRODUCTION

This policy will be reviewed in response to changing circumstances in school and guidance and advice issued by LA and DfE

This Policy is the responsibility of

the Full Governing Body, in consultation with the Co-headteachers.

ASHURST CE AIDED PRIMARY SCHOOL

POLICY STATEMENT
ON
EQUALITY & DIVERSITY IN EMPLOYMENT

1. Aim of Policy

The aim of this policy is to provide employees with a clear statement about the school's commitment to promoting equality and diversity within employment.

We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

2. Scope of the Policy

This policy applies to all employees within the school, regardless of how long they have been employed, their contractual hours and contract type.

Definitions
For us "equality" is about opportunity, access, participation and contribution on a fair and equal footing and providing a framework for this to happen.

The term "diversity" acknowledges there are differences between people and the school values and respects the variety of backgrounds, perspectives, values and beliefs of its employees.

3. Public Sector Equality Duty

The Equality Act 2010 places a statutory duty on the school to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity; and

- Foster good relations between people from different groups.

Please click on this link to see Department for Education advice for Schools.
DfE Equality Act 2010 - Guidance for Schools

4. Links to other Policies

The School's Single Equality Policy sets out our commitments, values and objectives in relation to equality and diversity. It covers children, parents, staff, carers, governors and other stakeholders.

The school's Staff Behaviour at Work policy sets out how we expect employees to behave toward one another and outlines the framework for addressing issues that are raised.

The WSCC Standards of Conduct sets out the expected standards of behaviour and conduct for all employees.

All the policies mentioned above can be accessed via West Sussex Services for Schools.

5. Guiding Principles

- We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant employment legislation and good practice. Our employment decisions are based upon job related, objective criteria.
- We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect.

6. Employee Responsibilities

All employees, irrespective of their role, have a personal responsibility to comply with this policy, associated policies and to abide by the Equality Act 2010, in dealing with each other, managing staff and in their relationships with children, parents, carers, governors and other stakeholders.

In particular, employees, must not:

- discriminate against colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- bully or harass colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- encourage or try to encourage another person to treat others

unfairly or to practice unlawful discrimination;
- victimise people who have made allegations or complaints of discrimination or who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where employees commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to a claim being brought against them as an individual, for example at an Employment Tribunal. The employee could also be liable to disciplinary action for a breach of the County Council's Standards of Conduct, which could result in dismissal.

For more detailed information please see the following documents:
- WSCC Standards of Conduct Model Behaviour in the Workplace Policy
- Definitions of bullying, harassment and victimisation
- Types of discrimination

7. Employer Commitment

We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities.

7a. Employment Policies

We will ensure that our employment policies, practices and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews. All of our policies, associated guidance and procedures are available to view and download from West Sussex Services for Schools.

We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

7b. Consultation

We have consultation arrangements with a number of trade unions and professional associations.

7c. Staff Groups

There are three work-related interest groups organised by West

Sussex County Council staff in partnership with UNISON. They are open to all school staff. The groups are:

- GLO-West (Lesbian, Gay, Bisexual and Transgender) Staff Group – contact james.ironside@westsussex.gov.uk
- Disabled Staff Group for staff with disabilities – contact robert.hayes@westsussex.gov.uk and
- the Black and Minority Ethnic (BAME) staff group – contact grace.natoli@westsussex.gov.uk

8. Accessibility

If you would like this information in another format, please email People.Management.Policy&Practice.Team@westsussex.gov.uk

Who can help?

If employees have any questions about equality and diversity issues, they can contact HR Customer Services on 01243 6(42148) or email hr.customer.services@westsussex.gov.uk.

Headteachers/ line managers can also get support from HR Customer Services or, for more in- depth questions about diversity and equality issues they can contact HR Professional Support for advice on 033022 22422 or email HR.Professional.Support@westsussex.gov.uk

If you need this policy in an alternative format please contact the HR Policy Team on HRPolicyQueries@westsussex.gov.uk