

# Castor C.E. Primary School

Policy Name: Equality and Diversity Policy

Committee Responsible for Policy: Full Governing Body

Policy written by: C Murrell based on a model EPM Policy



Date presented to staff: \_\_\_\_\_ (by email/staff briefing)

Date approved by Governors: October 2020

Name: C Murrell

Review Date: 2020

Next review: 2021

Objectives review 2024

Where: website, relevant to staff induction, school network – Staff > Policies > Pastoral,

Equality Act Statement:

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender, and of maternity and pregnancy), religion and belief, and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

# Equality and Diversity Policy for School Staff

## 1 Policy

- 1.1 The Governing Body of Castor C of E Primary School is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.
- 1.2 We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.
- 1.3 All staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not to discriminate against or harass other members of staff, regardless of their status. [See our separate Bullying and Harassment policy.]
- 1.4 This policy has been agreed following consultation with the staff representatives]
- 1.5 Our Statement under Public Sector Equality Duty is attached as Appendix A]
- 1.6 This policy does not form part of any employee's contract of employment and may be amended at any time.

## 2 Who is covered by the policy?

- 2.1 This policy covers all individuals working at all levels and grades, including senior managers, employees, trainees, part-time and fixed-term employees, volunteers, casual workers, agency staff and governors (collectively referred to as **staff** in this policy).

## 3 Who is responsible for this policy?

- 3.1 The Governing Body has ultimate responsibility for the effective implementation of this policy and the Senior Leader (Head teacher) with responsibility for equalities issues has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. The Resources Committee is responsible for monitoring the implementation of this policy [and reporting on the progress made in achieving targets set by the Governing Body]. Day-to-day operational responsibility [ including regular review of this policy,] has been delegated to The Headteacher .

All leaders must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. Leaders will be given appropriate training on equal opportunities

awareness and equal opportunities recruitment and selection best practice. The Headteacher has overall responsibility for equal opportunities training. All members of staff are personally responsible for ensuring that they adhere to the policy and promote our aims and objectives with regard to equal opportunities. In certain circumstances the Governing Body could be held to be vicariously liable for actions of their staff. Staff should be aware that they may be personally liable if they are found to have discriminated against another person whilst in School or on School-related business.

3.2 If you are involved in management or recruitment, or if you have any questions about the content or application of this policy, you should contact The Headteacher [to request training or further information].

#### **4. Scope and purpose of the policy**

4.1 This policy applies to all aspects of our relationship with staff and to relations between staff members at all levels. This includes job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination of employment.

4.2 We will take appropriate steps to accommodate the requirements of different religions, cultures, and domestic responsibilities.

#### **5. Forms of discrimination**

5.1 Discrimination by or against an employee is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

5.2 Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above. For example, rejecting an applicant on the grounds of their race because they would not "fit in" would be direct discrimination.

Indirect discrimination is where there is a provision, criterion or practice that applies to everyone but adversely affects people with a particular protected characteristic more than others, and is not justified. For example, a requirement to work full time adversely affects women because they generally have greater childcare commitments than men. Such a requirement will be discriminatory unless it is objectively justified.

5.3 Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.

5.4 Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

- 5.5 Disability discrimination; this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

## **6. Staff training and promotion and conditions of service**

- 6.1 Staff training needs will be identified through regular staff appraisals. All staff will be given appropriate access to training to enable them to progress within the organisation and all promotion decisions will be made on the basis of merit. Workforce composition and promotions will be regularly monitored to ensure equality of opportunity at all levels of the organisation. Where appropriate, steps will be taken to identify and remove unjustified barriers and to meet the special needs of disadvantaged or underrepresented groups.
- 6.2 Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all staff who should have access to them and that there are no unlawful obstacles to accessing them.

## **7. Discipline and Termination of Employment**

- 7.1 We will ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.
- 7.2 We will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.

## **8. Disability discrimination**

- 8.1 If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.
- 8.2 If you experience difficulties at work because of your disability, you should speak to your line manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your line manager may wish to consult with you and your medical adviser(s) about possible adjustments. We will consider the matter carefully and try to accommodate your needs. If we consider a particular adjustment would not be reasonable we will explain our reasons and try to find an alternative solution where possible.
- 8.3 We will monitor the physical features of our premises to consider whether they place disabled workers, job applicants at a substantial disadvantage compared to other staff. Where reasonable, we will take steps to improve access for disabled staff.

## **9. Fixed-term employees, Casual and Agency Workers**

- 9.1 We monitor our use of fixed-term employees, casual and agency workers, and their conditions of service, to ensure that they are being offered appropriate access to benefits, training, promotion

and permanent employment opportunities. We will, where relevant, monitor their progress to ensure that they are accessing permanent vacancies.

#### **10. Part-time work**

10.1 We monitor the conditions of service of part-time employees and their progression to ensure that they are being offered appropriate access to benefits and training and promotion opportunities. We will ensure requests to alter working hours are dealt with appropriately [under our Flexible Working Policy].

#### **11. Breaches of this policy**

11.1 If you believe that you may have been discriminated against you are encouraged to raise the matter through our Grievance Procedure. If you believe that you may have been subject to harassment or bullying you are encouraged to raise the matter through our Harassment and Bullying Policy.

11.2 Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Staff who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under our Disciplinary Procedure.

11.3 Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. We take a strict approach to serious breaches of this policy.

#### **12. Monitoring and review of the policy**

12.1 This policy is reviewed annually by the Resources Committee.

12.2 We will continue to review the effectiveness of this policy to ensure it is achieving its objectives.

12.3 Staff are invited to comment on this policy and suggest ways in which it might be improved by contacting the Headteacher.

### **Our Statement under Public Sector Equality Duty**

#### **Appendix A:**

#### **There are 3 main elements under the PSED**

We are "required to have due regard to the need to":

- Eliminate discrimination and other prohibited conduct
- Give equal opportunities to people who share a protected characteristic as with those who don't share it

- Foster good relations between people who share a protected characteristic and those who don't

There's a legal definition for what it means to 'have due regard'. In practice, it means:

- Demonstrating awareness of your duties under the Act by assessing the impact any decision or action will have on people with protected characteristics
- Considering any equality implications when developing and approving policies and reviewing them regularly with equality in mind
- Integrating the PSED by carrying out the analyses necessary to comply with the duty seriously, rigorously and with an open mind. This means your process must be more than a box-ticking exercise
- As a school, you can't delegate responsibility for carrying out the duty to anyone else

The Governing Board Will ensure that we publish:

- Information to demonstrate how we are complying with the Public Sector Equality Duty (PSED). This information will include, in particular, information relating to people who share a protected characteristic

This will be updated **at least annually**

- We will update its objectives at least **every 4 years**

## Appendix B

### Check List for School Staff and Governors Review 2020

- Have all staff and governors received training in Equality and Diversity?.
- Is information collected on gender, disability, social circumstance [for example if a child is in care, or a carer] with regards to both pupils and staff? Is this information used to improve the provision of services?

- Is pupil achievement monitored by gender, ethnicity, disability, special educational needs and those in receipt of Pupil Premium??
- Are all pupils encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- Are all pupils given the same opportunities to participate in physical activity, both in and outside of school hours (notwithstanding any physical restraint)?
- Is bullying and harassment of pupils monitored and is this information used to make a difference?
- Are stereotypes in terms of gender actively challenged in both the classroom environment and in the playground?
- Are equality issues considered when selecting the topics for teaching and learning?
- Are pupils encouraged to consider all career paths/occupations?
- Is the governing body representative of the pupils, staff and local community that it serves?