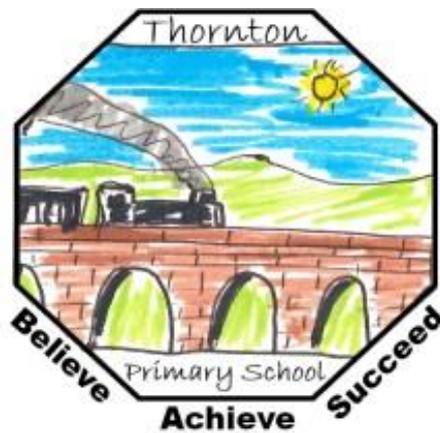


Thornton Primary School



Equality Policy

Date of Policy: March 2011
Author: V Dyson/S Wilkinson
Approved by Governors: June 2017
Date to be reviewed: June 2019

Statement of Intent

The Governing Body of Thornton Primary School is committed to equality for all in the appointment, development, training and promotion of staff, and in all dealings with clients, customers and parents of the school. The Governing Body recognise the value of a diverse and inclusive workforce. This policy focuses specifically on the employment of staff in the school. The Governing Body and managers of the school will operate at all times within the requirements of anti-discrimination legislation and will promote equality positively in its staffing decisions. All decisions including advertising of vacancies, shortlisting, selection, induction, appraisal, training, development, promotion, terms and conditions of employment, dismissal and pay will be based on an objective and fair assessment of need. The only personal characteristics to be taken into account will be those which are necessary for the requirements and proper performance of the work involved. There will be no generalised concepts or assumptions about the characteristics of particular groups.

All staff will have the right, through the agreed procedures, to challenge any decision or action which they believe to be in breach of these principles. Any member of staff who knowingly contravenes the policy may face disciplinary action.

At Thornton Primary School we provide equal opportunities for all workers, job applicants, clients and customers, irrespective of race, colour, nationality, ethnic or national origin, gender reassignment, marital status and civil partnership, sex or sexual orientation, age, religion or belief, disability, or pregnancy and maternity.

We value a diverse employee base and the individuality and creativity that every employee potentially brings to the school.

Equality applies to every aspect of employment, including

- Recruitment and selection
- Pay policy
- Grievance procedures
- Disciplinary procedures
- Harassment procedures
- Staff development and training
- School improvement/development plan
- Performance management

To comply with all equality legislation we will ensure that:-

- Workers, job applicants, visitors, parents and visitors will be treated fairly, openly and honestly, and with dignity and respect.

- No job applicant or worker will receive less favourable treatment on grounds of race, colour, nationality, ethnic or national origin, gender reassignment, marital status and civil partnership, sex or sexual orientation, age, religion or belief, disability or pregnancy and maternity.
- Steps will be taken to ensure processes and procedures follow equal opportunities standards.
- Recruitment, training and personal professional development opportunities will be made as widely available as possible.
- Employment decisions on recruitment will be made solely on the basis of merit.
- Unlawful discrimination and harassment will not be tolerated under any circumstances.
- Disciplinary action including dismissal may be taken against any employee found responsible for harassment or discrimination, see staff disciplinary policy.
- All decisions with regards to equality will be made in line with Bradford Council HR current procedures and the Equality Act 2010.

This Governing Body will consider any acts of victimisation/harassment/bullying related to a person's age, disability, gender reassignment, race, religion or belief, sex or sexual orientation or harassment on any other grounds, as totally unacceptable and outside the ethos and culture of the school. Any such act by a member of staff against any adult or child will be treated as a disciplinary offence, and action taken accordingly.

Types of discrimination

The Equality Act 2010 defines discrimination as:

Direct Discrimination (including associative and perceived discrimination) – treating a person less favourably because of a protected characteristic, the perception that they have a protected characteristic, or because of a person's association with someone who has a protected characteristic.

It has also been expanded to cover discrimination which results from a person's association with someone having a protected characteristic for example, a child with a disability.

Indirect Discrimination – unjustifiable application of a provision, criterion or practice, even though it is applied to everyone, if it is one with which a smaller proportion of a particular group can comply, e.g. literacy standards, height, or one which places persons of a particular sex, sexual orientation, race, religion or belief, or age at a disadvantage, when compared to others. The Equality Act also extends indirect discrimination to cover both disability and gender reassignment. Indirect discrimination is unlawful whether it is intentional or not. Indirect discrimination will not be lawful if the school can

objectively show that there is a legitimate aim (e.g. a real business need) and that the practice is proportionate to the aim (i.e. necessary and there is no alternative means available).

Victimisation – is also unlawful. This is when an individual is subjected to a detriment because they have made a complaint about discrimination or harassment, or have given evidence relating to such a complaint.

Staff have a right to make a complaint of harassment or bullying and the Governing Body will ensure that the investigation is carried out within the EB HR guidelines, please refer to whistleblowing policy for more information.

This policy will be reviewed in line with Governing Body guidelines.

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Date Policy adopted by Governing Body:

Signed: Chair of Governing Body Date
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Signed: Headteacher Date
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