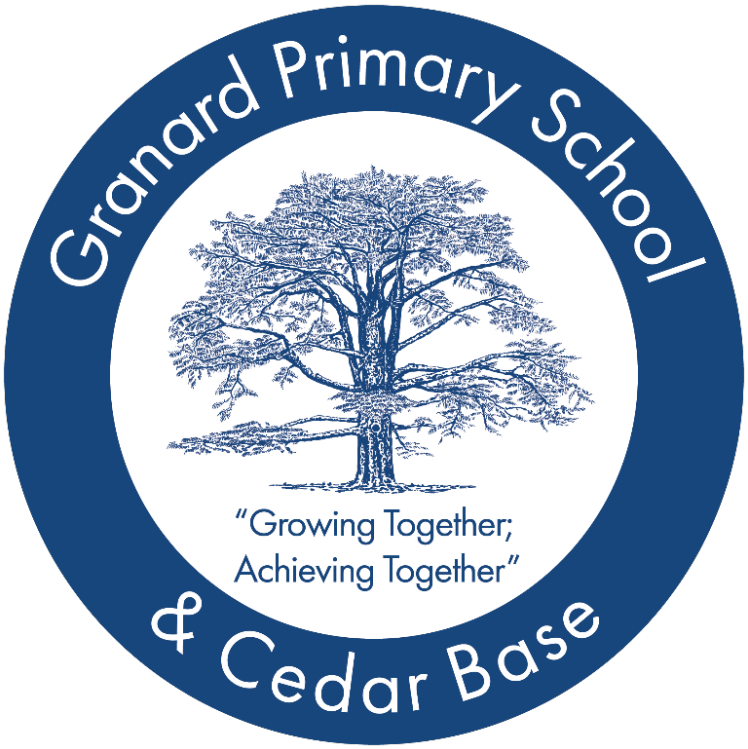
Granard Primary School



Equality Policy

May 2024

Review Due: May 2027

Our Aim

At Granard Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff and parents/carers ensuring they achieve their full potential, irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion and belief, sex or sexual orientation (these are known as 'protected characteristics'). We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and are able to participate fully within the school community. In addition, each individual is entitled to learn, teach or work in a supportive environment and to benefit from the diversity of our school environment.

We aim to provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and endure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment where everyone is respected by all those that learn, teach and visit Granard. Our aim is to enable all pupils to take part as fully as possible in every part of the school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve the best of their ability.

We will ensure that displays around the school reflect a variety of positive images which are free from stereotyping associated with gender, race or physical disability; plan assemblies which include opportunities to challenge prejudice and enhance understanding of our multi-cultural society; encourage adults from a broad spectrum of society to visit the school; ensure that sanctions used in the school are the same for boys and girls and applied equally; ensure that school publications and the website reflect the school's commitment to equal opportunities and are free from gender or cultural bias; ensure all children have equal access to extra-curricular activities; and encourage and develop links with the local community.

We will make reasonable adjustments to ensure the school environment and its activities are as accessible and welcoming as possible for pupils, staff and visitors to the school.

We will ensure all pupils, staff and parents/carers are aware of, and comply, with this Policy and refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this Policy.

Staff

The Governing Board is committed to providing equal opportunities in employment for all staff, ensuring that we take all possible steps to avoid unlawful discrimination as it relates to our employment practice and the wider school community. This policy is intended to assist us in putting this commitment into practice. Compliance with this policy should also ensure that employees do not unwittingly commit unlawful acts of discrimination.

The school values diversity amongst staff. Striving to ensure that the work environment is free from harassment and bullying, and that everyone is treated with dignity and respect, is an important aspect of ensuring equal opportunities in employment. Actions to ensure this commitment is met include:

- Monitoring recruitment and retention including bullying and harassment of staff
- Continue professional development opportunities for all staff
- Senior Leadership Team support to ensure equality of opportunity for all

We expect that all staff will be role-models for equal opportunities, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.

The Law

The law is extensive and complex. Legislation relating to equality and discrimination is laid out in the Equality Act 2010.

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion and belief, sex and sexual orientation. These are known as 'protected characteristics'.

Discrimination after employment may also be unlawful, e.g. refusing to give a reference for a reason related to one of the protected characteristics.

We expect all our staff to act in a non-discriminating manner and be mindful to avoid actions that will be deemed as harassment in the services we provide to our wider community. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, as service providers, we have an obligation to think ahead and address any barriers that may impede disabled people from accessing the services we provide.

It is unlawful to discriminate because of the sex, race, disability, religion and belief, sexual orientation or gender reassignment of another person with whom a pupil is associated. So, for example, we must not discriminate by refusing to admit a pupil because his parents are gay men or lesbians.

Types of Unlawful Discrimination

Direct discrimination is where a person is treated less favourably than another because of a protected characteristic. An example of direct discrimination would be refusing to employ a woman because she is pregnant. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim.

Indirect discrimination is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination) such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Harassment is where there is unwanted conduct related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that they have a particular protected characteristic when they do not, in fact, have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity).

Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity), by third parties such as clients or customers. For an employer to be liable:

- the harassment must have occurred on at least two previous occasions (although not necessarily by the same harasser or suffering the same type of harassment);
- it must be aware that the previous harassment has taken place; and
- it must have failed to take reasonable steps to prevent harassment from happening again.

Victimisation occurs where an employee is subjected to a detriment, such as being denied a training opportunity or a promotion because they made or supported a complaint or raised a grievance under The Equality Act 2010, or because they are suspected of doing so. However, an employee is not protected from victimisation if they acted maliciously or made or supported an untrue complaint. There is no longer a need for a complainant to compare their treatment with someone who has not made or supported a complaint under The Equality Act 2010. For example, if a blind employee raises a grievance that the employer is not complying with its duty to make reasonable adjustments and is then systematically excluded from all meetings; such behaviour could amount to victimisation.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that protected characteristic and the employer has failed to make reasonable adjustments to enable the disabled person to overcome the disadvantage. Governors will be responsible for taking advice and deciding what is a reasonable adjustment on a case-to-case basis.

Equal Opportunities in Employment

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment. The Governing Board will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

In all appointments the most suitable candidate will be appointed on professional criteria, with recruitment carried out ensuring the safeguard of children and safer recruitment in education procedures are adhered to, and in accordance with the Equality Act 2010.

Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

The Governing Board will consider any possible indirect discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the

place at which work is to be done, when considering requests for variations to these standard working practices and will refuse such requests only if the Governing Board considers it has good reasons, unrelated to any protected characteristic, for doing so. The Governing Board will comply with its obligations in relation to statutory requests for contract variations and will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

The school will monitor the ethnic, gender and age composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups, and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

The Governing Board will ensure that appropriate training is provided on equal opportunities to managers and others likely to be involved in recruitment or other decision making where equal opportunities issues are likely to arise.

Dignity at Work

The school will not discriminate unlawfully against people not employed by the school in using, or seeking to use, goods, facilities or services provided by the school.

Employees should report any bullying or harassment which they experience from the wider community (parents, suppliers, visitors or others) to their manager who will take appropriate action.

Employee Responsibilities

Every employee is required to assist the Governing Board and the whole school to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination.

Employees should be aware that they can be held personally liable as well as, or instead of, the Governing Board for any act of unlawful discrimination. Employees who commit serious acts of harassment may also be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or parents and their families are disciplinary offences and will be dealt with under the school's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Grievances

If any member of staff considers that they have experienced unlawful discrimination, they may use the school's grievance procedure to make a complaint.

The Governing Board will take any complaint seriously and will seek to resolve any grievance that it upholds. Staff will not be penalised for raising a grievance, even if the grievance is not upheld, unless the complaint is both untrue and made in bad faith.

Use of the Governing Board’s adopted grievance procedure does not affect your right to make a complaint to an employment tribunal. Complaints to an employment tribunal must normally be made within three months beginning with the act of discrimination complained of.

Admissions and Exclusions

Our Admissions arrangements are fair and transparent and do not discriminate on race, gender, disability or socio-economic factors.

Exclusions will always be based on the school's Behaviour Policy. We will closely monitor exclusion to avoid any potential adverse impact and ensure any discrepancies are identified and dealt with.

Monitoring and Review

This Policy will be monitored periodically, jointly by the Headteacher and the Governing Board, to judge its effectiveness and will be up-dated in accordance with changes in the law. A particular focus will be given during the monitoring of the ethnic and gender composition of the existing workforce and of applicants for jobs (including promotion) and the number of people with disabilities within these groups, and the policy will be reviewed in accordance with the results shown by the monitoring. If changes are required, the school will implement them. Information provided by job applicants and employees for monitoring purposes will be used only for these purposes and will be dealt with in accordance with The Data Protection Act 2018.

In line with legislative requirements, we will review our policies and their impact against our 'Equality Objectives', which are published on the School website.

Reviewed: May 2024

Review Due: May 2027

Approved by: Governor: ……..

Name: ……..…….. Date: ……

Headteacher: ……

Name: …….. Date: ……