

EQUALITY POLICY

Reviewed by: Review Date:	Resources Committee 15 November 2016
Approved by: Date Approved:	Full Governors 5 December 2016
Review Date:	15 November 2019

CONTEXT

Ossett Academy recognises the importance of fair treatment and the positive promotion of equal opportunity for all job applicants and employees. The Academy's approach to equality is all embracing and designed to prevent discrimination on any grounds.

POLICY & AIMS

Everyone who works, or applies to work within Ossett Academy will be treated fairly and equally and this principle will apply to recruitment and selection, job/task allocation, promotion, transfer, training, appraisal, discipline and grievance and all terms and conditions of employment.

Independent contractors are encouraged to apply Ossett Academy's policy within their own area of practice.

EQUALITY & DIVERSITY

This policy applies to all Ossett Academy employees, irrespective of age, race, colour, religion/belief, disability, nationality, ethnic origin, gender, sexual orientation, marriage or civil partnership, domestic circumstances, social and employment status, HIV status, gender reassignment, political affiliation or trade union membership. All employees will be treated in a fair and equitable manner recognising any special needs of individuals where adjustments need to be made and/or considered. No member of staff will suffer any form of discrimination, inequality, victimisation, harassment or bullying as a result of implementing this policy.

If at any time, this policy is considered to be discriminatory in any way, the HR Department should be contacted immediately to discuss their concerns.

STRATEGIC OBJECTIVE

Ossett Academy recognises its responsibility for ensuring that all reasonable steps are taken to prevent unlawful discrimination to its employees and prospective employees.

Ossett Academy commits to encouraging equality and diversity in the workplace. The Academy also commits to creating and maintaining a working environment free of bullying, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and contributions of all staff are recognised and valued.

Where discrimination against any person or group is referred to in this policy, it shall mean discrimination in the application of any of the policies and procedures of Ossett Academy.

DEFINITIONS

Discrimination

Discrimination consists of conduct, words or practices which disadvantages or advantages people because of their colour, culture, or ethnic origin, nationality, religious belief, gender, disability, sexuality, age or any other status.

Direct Discrimination

This is where a person is treated less favourably or more favourably than others would be on grounds that are not justifiable, such as race, gender, disability etc.

Indirect Discrimination

This consists of treatment which appears to be fair and applied to everyone equally, but has an unjustifiable impact upon a particular group.

Institutional Discrimination

Is the collective failure of an organisation to provide an effective and professional service to people because of their colour, culture or ethnic origin, nationality, religion/belief, gender, disability, sexuality, age or other status. It can be seen or detected in process, attitudes and behaviour which amount to discrimination. Through unwitting prejudice, ignorance, thoughtlessness and stereotyping which disadvantages people.

Racism (as defined in the Steven Lawrence enquiry)

Racism in general terms consists of conduct, words or practices which disadvantage or advantage people because of their colour, culture or origin. In its more subtle form it is as damaging as in its overt form.

Disability Discrimination

This will be deemed to have occurred where all the possibilities which would enable the retention of a person with a disability have not been explored. This could include modifications to equipment, the use of special employment aids, job re-structuring or redeployment where appropriate.

Victimisation

This is unlawful and occurs where a person is treated less favourably because they have asserted their rights under the Equality Act or would not be considered for a post because they have made a claim at an Employment Tribunal.

Genuine Occupational Qualifications

Occasionally Ossett Academy may want to appoint specifically a male or female employee dependent upon the ratio of staff currently in existence. It is possible to restrict the advertisement to either male or female under the exemption within the Sex Discrimination Act (s 7.2b) but this is limited to very specific circumstances in most cases this will be for a reason of Privacy or Decency or Health & Safety and this information must be provided to the publishers of the advertisement. Further advice may be sought from the HR Department.

STATUTORY OBLIGATIONS

In formulating new or amending existing policies, practices, strategic plans, service plans and in employment and service development; Ossett Academy will take account of its responsibility within the following statutory obligations.

Equality Act 2010

Sex Discrimination (Gender Reassignment) Regulations 1999

Gender Recognition Act 2004

Employment Equality (Sex Discrimination) Regulations 2005

General

Human Rights Act 1998

Freedom of Information Act 2000

Employment Equality (Age) Regulations 2006

ROLES / RESPONSIBILITIES

Governing Body

The Governing Body has overall responsibility for all policies and procedures within the Academy.

The Governing Body are responsible for ensuring Ossett Academy complies with the anti-discrimination provisions of the Equality Act 2010, including as an employer; compliance with the Public Sector Equality Duty under s.149 of the Equality Act 2010; and compliance with the Equality Act 2010.

Principal and Senior Leadership Team

The Principal and Senior Leadership Team will ensure that this policy is implemented within their sphere of responsibility. This will include:

- making sure measurable steps are taken to address the Academy's stated equality objectives, integrated with other Academy Strategic priorities;
- making sure Governors, employees, students, and their parents and carers are aware of equality issues, as relevant;
- making sure all employees know their responsibilities and receive training and support in carrying these out (as appropriate);
- taking appropriate action in cases of harassment and discrimination, including identity-related incidents; and
- enabling reasonable adjustments to be made, in relation to disability, in regard to students, employees, parents / carers and visitors to the Academy.

HR Department

The HR Department will provide appropriate technical advice and support.

Managers

All managers will apply this policy in a fair and equitable manner.

Employees

All employees will comply with this policy and are responsible for :

- avoiding unlawful discrimination, harassment and victimisation;
- promoting equality of opportunity in their work;
- fostering good relations between groups;
- dealing with identity-related incidents, whether or not they amount to bullying;
- taking up relevant professional development opportunities.
- dealing with reports of identity-related incidents.



TRAINING

Any training and development needs, particularly statutory and mandatory training required by staff will be arranged by the appropriate manager in conjunction with the HR Department.

MONITORING

The Governing Body recognises the need to monitor the effectiveness of this policy to ensure equality of opportunity for employees.

TEACHER RESPONSIBLE – PRINCIPAL SUPPORTED BY HR

Signature: Principal	 A Warboys
Signature: Chair of Governors	 B Kelly
Date:	15 November 2016