

SIR FREDERIC OSBORN SCHOOL

EQUALITY AND DIVERSITY POLICY

1) Introduction

Sir Frederic Osborn School is committed to providing and supporting an environment that promotes equality of opportunity amongst our entire workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best. Encouraging a diverse workforce will not only meet but also exceed our obligations under current and future equality legislation. Our school is committed to creating a working environment that ensure fair and equal treatment of all employees, visitors, stakeholders, suppliers and contractors.

2) Scope

All employees, visitors, stakeholders, suppliers and contractors must abide by this policy. Those in senior or managerial positions or with specific responsibilities for recruitment, selection, training, appraisal and promotion should be especially mindful of the policy. Failure to comply with this policy could result in disciplinary action.

3) Policy Statement

Sir Frederic Osborn School values equality and diversity. We are determined to ensure:

- That we treat all individuals fairly, with dignity and respect;
- That the opportunities we provide are open to all;
- That we provide a safe, supportive and welcoming environment, for employees, visitors, stakeholders, suppliers and contractors.

Sir Frederic Osborn School is committed to promoting equality and diversity.

4) Why Our School is Committed to Equality and Diversity?

Equality and diversity is important for all employees not only because of the legal aspects but because of the benefits that a diverse workforce can bring to the organisation, including:

- Having the ability to attract and retain the best employees;
- Ensuring that our employees are fully utilised and operating to their full potential;
- Improving the organisations competitiveness in a diverse labour market;
- Ensuring that the workforce represents the community it serves;
- Better management of employees;
- Improvement on employee morale and engagement.

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| Compiled by: Jed Whelan, Headteacher | Date policy agreed: November 2015 |
| Approved by: Full Governing Body | Date of next policy review: November 2018 |
| Signed by: _____ (print name) | Signature: _____ |

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5) The Legal Framework

There is legislation that refers to discrimination and harassment at work. Failure to deal effectively with allegations or incidents may lead to legal action against Sir Frederic Osborn School as well as individual employees. Sir Frederic Osborn School also has a legal responsibility to ensure a healthy and safe working environment.

5.1) The Equality Act 2010

The Equality Act 2010 consolidated discrimination legislation. This legislative framework includes protection against direct and indirect discrimination, harassment and victimisation; in services and public functions, premises, work, education, association and transport. 'Protected Characteristics' is the new language used to cover a number of different factors:

- Age;
- Disability;
- Gender reassignment;
- Being married or in a civil partnership;
- Being pregnant or on maternity leave;
- Race (including ethnic or national origin, nationality or colour);
- Religion or belief;
- Sex;
- Sexual orientation.

5.2) Discrimination

Sir Frederic Osborn School opposes all forms of discrimination against individuals on the basis of any protected characteristic or as a result of any conditions or requirements that do not accord with the principles of fairness and natural justice.

5.3) Definitions of Discrimination

5.3.1) Direct Discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have.

5.3.2) Associative Discrimination

Associative discrimination is discrimination against a person because they have an association with someone with a protected characteristic.

5.3.3) Perceptive Discrimination

Perceptive discrimination is discrimination against an individual because others think they possess a particular protected characteristic that applies even if the person does not actually possess that characteristic.

5.3.4) Indirect Discrimination

Indirect discrimination can occur when you have a condition, rule, policy or even a practice in our school which applies to everyone but particularly disadvantaged people who share a protected characteristic.

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If an employee considers that they have been unlawfully discriminated against they must raise their complaint through our school's Grievance Policy.

6) Bullying, Harassment and Victimisation

All employees, visitors, stakeholders, suppliers and contractors have a right to be treated with consideration and respect within the working environment. Sir Frederic Osborn School aims to create a culture that is free from bullying, harassment and victimisation and where concerns are raised there should be a confidence that they will be investigated fairly and promptly.

6.1) Harassment

Harassment is 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the individual.'

6.2) Third Party Harassment

Third party harassment is harassment by individuals (third parties) who are not employees of Sir Frederic Osborn School, such as visitors, stakeholders, suppliers or contractors.

6.3) Victimisation

Victimisation is where an employee is treated badly because they have made or supported a complaint or grievance or because they are suspected of doing so.

6.4) Bullying

Bullying involves repeated negative action and practices that are directed at one or more employees.

If any employee considers they are or have been bullied, harassed or victimised, they must raise their complaint through the appropriate school's procedure.

7) Equal Opportunities

Sir Frederic Osborn School recognises the need to tackle barriers to create a culture in which equal opportunities and equal treatment are reflected in working practices and are a priority for all employees, visitors, stakeholders, suppliers and contractors.

The recruitment, selection and promotion process will be based on ability to do the job and other objective relevant criteria.

Training and development will be based on the requirements of the job and individual needs by the provision of appropriate and accessible training methods.

Full consideration will be given whether reasonable adjustments can be made where a person has a disability or to enable an individual to observe their religion or belief.

Sir Frederic Osborn School strives to support a family friendly work / life balance. To this end Sir Frederic Osborn School meets its statutory responsibilities.

8) Employment

As an employer, Sir Frederic Osborn School will treat all employees and job applicants equally and fairly and not unlawfully discriminate against them. This will include arrangements for recruitment and

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selection, terms and conditions of employment, training, promotion, other areas of career development, grievance and disciplinary processes and outcomes, selection for redundancies, dress code, reference and any other activities related to the employment lifecycle.

9) Recruitment and Selection

Sir Frederic Osborn School recognises the benefits of have a diverse workforce and will ensure that where possible it will endeavour to recruit from the widest pool of suitable candidates and where appropriate take positive measures to attract applications from all sections of society. Sir Frederic Osborn School will ensure that the selection criteria and processes do not unlawfully discriminate on the grounds of a protected characteristic.

10) Training and Development

All employees will have equal access to training and other aspects of career development opportunities appropriate to their experience and abilities. Promotion within Sir Frederic Osborn School will be based solely on merit and will be non-discriminatory.

11) Confidentiality

Sir Frederic Osborn School will protect the confidentiality of any equal opportunities monitoring data on employees and will safeguard any information disclosed within regulations or as set out by the Data Protection Act 1998.

12) Breaches

Sir Frederic Osborn School takes seriously any breaches to the Equality and Diversity Policy. Failure to comply with this policy could result in disciplinary action.