

Equalities and Diversity Policy Statement

Chesswood



Junior School



Policy Monitoring

Core Policy Information				
Policy Title		Equalities and Diversity Policy Statement		
ID	L01	Area	Leadership	
Development Status		Implementing		
Development		Follows model policy statement from WSCC.		
Legal Basis		Statutory		
Legal Guidance				
RACI				
RACI	Position		Name	
Responsible	Assistant Head Teacher		Chris Yelling	
Accountable	Head Teacher		Andrew Jolley	
Consulted	All employees and governors			
Consultation Details	Email circulation inviting comments, queries or concerns			
Informed	Whole School Community			
Informed Details	Email location of policy, its recent review and update			
Review and Ratification				
Review	Frequency	Latest Review		Next Planned Review
Review Cycle	Every 3 Years	Summer 2021		Summer 2024
Governor Oversight	Leadership	Latest Approval Date:		Summer 21
	N/A	Noted	Ratified	Approved
Governing Body			✓	
Senior Leadership				
Approval Level	Full Governing Body			
Approval delegated to	Not Applicable			
Storage and Communication				
Hard Copy	Staff Room, PPA Room, Head Teacher's office, Entrance			
Web Link				
System Link				



Policy Links

This policy should be read in conjunction with the following school policies

The School's Single Equality Policy	
The Model Behaviour at Work policy	
WSCC Standards of Conduct	

School Vision

At Chesswood Junior School we inspire our whole school community to enjoy their learning adventure and have fun along the way. We ignite a passion for learning throughout the school community, securing excellence, empathy and equality in all that we do.

School Mission

We will strive to achieve the highest standards of academic achievement and behaviour within a vibrant, exciting learning environment so that all children leave this school with confidence and the ability to take advantage of future opportunities.



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1. Policy Statement

1.1. *Aim of Policy*

The aim of this policy is to provide employees with a clear statement about the school's commitment to promoting equality and diversity within employment.

We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

1.2. *Scope of the Policy*

This policy applies to all employees within the school, regardless of how long they have been employed, their contractual hours and contract type.

Definitions

For us “equality” is about opportunity, access, participation and contribution on a fair and equal footing and providing a framework for this to happen.

The term “diversity” acknowledges there are differences between people and the school values and respects the variety of backgrounds, perspectives, values and beliefs of its employees.

1.3. *Public Sector Equality Duty*

The Equality Act 2010 places a statutory duty on the school to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations between people from different groups.

Please click on this link to see Department for Education advice for Schools. [DfE Equality Act 2010 - Guidance for Schools](#)

1.4. *Guiding Principles*

- We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant employment legislation



and good practice. Our employment decisions are based upon job related, objective criteria.

- We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect.

1.5. *Employee Responsibilities*

All employees, irrespective of their role, have a personal responsibility to comply with this policy, associated policies and to abide by the Equality Act 2010, in dealing with each other, managing staff and in their relationships with children, parents, carers, governors and other stakeholders.

In particular, employees, must not:

- discriminate against colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- bully or harass colleagues, other workers, job applicants, children, parents, carers, governors or other stakeholders;
- encourage or try to encourage another person to treat others unfairly or to practice unlawful discrimination;
- victimise people who have made allegations or complaints of discrimination or who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where employees commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to a claim being brought against them as an individual, for example at an Employment Tribunal. The employee could also be liable to disciplinary action for a breach of the County Council's Standards of Conduct, which could result in dismissal.

1.6. *Employer Commitment*

We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities.

1.6.1. *Employment Policies*

We will ensure that our employment policies, practices and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews. All of our policies, associated guidance and procedures are available to view and download from West Sussex Services for Schools.



We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

1.6.2. **Consultation**

WSCC have consultation arrangements with a number of trade unions and professional associations.

1.6.3. **Staff Groups**

There are three work-related interest groups organised by West Sussex County Council staff in partnership with UNISON. They are open to all school staff. The groups are:

- GLO-West (Lesbian, Gay, Bisexual and Transgender) Staff Group
– contact james.ironside@westsussex.gov.uk
- Disabled Staff Group for staff with disabilities – contact robert.hayes@westsussex.gov.uk and
- the Black and Minority Ethnic (BAME) staff group – contact grace.natoli@westsussex.gov.uk

2. Appendix

2.1. **Diversity and Equality documents**

[Guidance on Equality Analysis](#)

[Religion and Belief in the Workplace](#)

[Guidance on the Menopause](#)