BARTONS PRIMARY SCHOOL

SCHOOL POLICY STATEMENT ON EQUALITY & DIVERSITY IN EMPLOYMENT

Lead member of staff	Mrs K Powell
Governor Committee	Resources
Chair of Governors signature	
Date of publication	Autumn Term 2026
Review date	Autumn Term 2027

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.

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.

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

4. Links to other Policies

This policy sets out our commitments, values and objectives in relation to equality and diversity. It covers children, parents, staff, carers, governors and other stakeholders.

The Code of Conduct policy sets out how we expect employees to behave toward one another and outlines the framework for addressing issues that are raised.

5. 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.

6. 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.

For more detailed information please see the following documents:

- Staff Code of Conduct Policy
- Staff Discipline, Conduct and Grievance Policy

7. 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.

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.

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

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:

BAME - this group supports Black, Asian and other Minority Ethnic groups, providing a resource of support, safety, innovation, and collaboration for members across WSCC.
Email: BAMEstaffnetwork@westsussex.gov.uk

Carers - this group provides support to all carers by working in partnership to change the culture of our organisation, so their needs are acknowledged and acted upon.
Email: CarersStaffGroup@westsussex.gov.uk

The **Disability Staff Group** (DSG) is a relaxed, informal group of employees dedicated to supporting staff who work for, or with, WSCC who consider themselves to have a disability. It aims to help ensure WSCC is a compassionate and inclusive place to work for people with disabilities.
Email: Disability@westsussex.gov.uk

The **Lesbian, Gay, Bisexual and Transgender** (LGBT) **Staff Group** is a relaxed, informal group of employees dedicated to supporting LGBT staff and ensuring that WSCC is a supportive, inclusive place to work for LGBT people.
Email: WSCCLGBTStaffNetwork@westsussex.gov.uk

Mental Health Staff Group (MHSG) - the aim of this group is to embed a more positive and proactive approach to mental health within our organisation and culture.
Email: MHSG@westsussex.gov.uk

Women in the Workplace - this group aims to address some of the barriers and issues affecting women, ranging from dealing with inappropriate office banter and building confidence and negotiation skills, through to influencing policy and process to ensure that women do not feel disadvantaged.
Email: women.intheworkplace@westsussex.gov.uk

8. Accessibility

Please see our Accessibility Policy and Plan.