



Leamington Federation Sydenham Primary School and Lighthorne Heath Equality Policy and Objectives



UN convention on the Rights of the Child.

This policy reflects the principles of equality, dignity, respect, non-discrimination and participation. At Sydenham and Lighthorne Heath Primary Schools, we recognise achievement in putting the UN Convention on the Rights of the Child at the heart of our practice to improve well-being and help all children realize their potential. Children's rights are learned, taught, practiced, respected, protected and promoted in our schools.

1. Introduction

This policy statement sets out Warwickshire County Council's vision and commitment to ensuring equality of opportunity for all, including equality of access to those services that we provide. In serving our community and in valuing the contribution of our workforce, we aim to improve the quality of life and well being of the population. This vision and commitment will be implemented through the county council's Single Equality Scheme.

We recognise that Warwickshire is becoming an increasingly diverse community and we accept that discrimination is a major barrier to a fair and just society. We acknowledge that there are some people who are prevented from taking part fully in the life of our community for a variety of reasons. This may include unfair treatment and exclusion, on the basis of one or more of the following factors: age, race, sex, gender re-assignment, disability, faith, language, skin colour, sexual orientation, socio-economic background, or some other personal characteristic or circumstance. We recognise that discrimination affects people in complex ways and that other forms of discrimination exist that have not been specifically mentioned in this document.

2. Our Commitment

The County Council commits itself to the general principles of fairness and equality. We will seek to apply these principles by challenging and eliminating discrimination where it exists: by ensuring high levels of public satisfaction with our services; by creating a diverse workforce within which all staff are equally valued and; through our leadership role within the community.

As an indication of our commitment, our Corporate Strategic Objectives are supported by four underlying principles, one of which is to ensure equality of opportunity for all.

Our Equality and Diversity aims are to:

- Treat all people with dignity and respect, recognising the value of each individual. This applies to everyone who has contact with the County Council including elected members, residents, service users, staff, contractors, visitors and job applicants.
- Ensure that every resident and service user has equal access to high quality services
- Create fair and just employment practices, which are free from discrimination
- Ensure that all residents, service users, employees and our partners in the community are encouraged to make their contribution to improving our services
- Integrate equality practice into everything we do

3. The Legal Framework

We accept our legal responsibilities in relation to equality, including the requirements of the following legislation:

- Equality Act 2006
- Disability Discrimination Act 2005
- Race Relations Act Regulations 2003
- Race Relations (Amendment) Act 2000
- Human Rights Act 1998
- Protection from Harassment Act 1997
- Disability Discrimination Act 1995
- Sex Discrimination Act 1975 (including the Gender [Reassignment] Regulations 1999)
- Race Relations Act 1976
- Rehabilitation of Offenders Act 1974
- Equal Pay Act 1970 and (Amendment) Regulations 2003

We will also meet our employment duties for age, sexuality and religion or belief as set out in the following legislation:

- Employment Equality (Age) Regulations 2006
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003

We will ensure that our policies and procedures are compliant with the Codes of Practice and guidance published by the national equality body Equality and Human Rights Commission.

4. Discrimination

Discrimination occurs when a person or group of people are treated less favourably than others. For example, unfair treatment might present itself as racism, sexism or disablism. Discrimination of this kind can be direct, indirect, intentional or unintentional, and can be enacted by individuals, groups or institutions.

We acknowledge that at an institutional level, prejudices can become embedded within organisations through policies, practices, procedures and criteria for decision making. This can result in the exclusion of some people in favour of others, leading to unequal treatment, inequitable distribution of opportunities, power and resources, which in turn could deprive some people of better life experiences.

At an individual level, a person may hold negative attitudes about other people or groups. These attitudes could result in inappropriate discriminatory behaviour or outcomes, which we consider to be unacceptable. We endorse the Social Model of disability, which acknowledges that disability is the denial of opportunity to take part in mainstream activities because of physical or social barriers. The aim of the Social Model is to remove of barriers to the inclusion of disabled people in employment, access to goods, facilities, services and premises.

5. Achieving Equality and Valuing Diversity

To achieve our equality and diversity aims we will:

- Create and implement the county council's Single Equality Scheme in relation to employment and service delivery
- Work towards achieving the Equality Standard for Local Government
- Provide appropriate training and development in equality and diversity issues for staff and councillors
- Aim to create a workforce profile that reflects our diverse community
- Review, audit and report progress annually on our equality and diversity work

- Consult and seek the views of our communities and service users, to assist in the development of our equality and diversity agenda
- Positively promote equality of opportunity within Warwickshire as part of the County Council's community leadership role
- Work with our partners in the statutory, voluntary and private sectors to ensure the best outcomes for the people of Warwickshire

6. Equality and Diversity in Service Provision

We will aim to:

- Provide appropriate, accessible and effective services and facilities to all sections of the community
- Provide clear and accessible information about our services in a variety of formats and languages, as appropriate
- Challenge, review and monitor our services, working practices and resource allocations to ensure that they do not discriminate, and identify where improvements can be made
- Ensure that all employees understand what equality in service provision means
- Ensure that appropriate community representatives are identified and consulted with on the way the Council plans and delivers its services
- Ensure that all service users have equal access to our Corporate Complaints Procedure by providing it in a variety of Formats

7. Equality and Diversity in Procurement and Contracting

We will ensure that our procurement and contracting practices fulfil our current equalities duties, and that they will implement the new corporate Single Equality Scheme by:

- Ensuring that contractors, suppliers, volunteers and partners are aware of the authority's position on equality and understand their obligation to provide services that are free from discrimination, harassment or victimisation.
- Making sure that our selection and tendering processes address and include equality considerations.
- Providing guidance for relevant staff in equality issues for procurement.

8. Equality and Diversity at Work

We are a major local employer, and therefore we have a key role to play in tackling inequality and discrimination. In order to ensure that equality underpins all aspects of our employment policy and practice, we will aim to:

- Eliminate unfair treatment and discrimination through human resource policies and activities
- Provide appropriate training and development opportunities to all staff
- Ensure that employees receive fair and equal treatment in relation to their employment, regardless of whether they are full time, part time or temporary
- Recognise that employees have the right to work in a supportive, safe and harassment-free environment. Any allegations of discrimination, victimisation or harassment will be dealt with through the normal disciplinary process
- Create an appropriate balance between work and home commitments, so that we maximise employment opportunities for all
- Ensure that we have in place an equal pay policy
- Wherever possible, make reasonable adjustments to enable the employment and redeployment of staff with disabilities
- Ensure employees are aware of their personal responsibility to follow and support this Equality and Diversity Policy

Further detail of our employment policies in relation to equality is set out in our "Statement of Equal Opportunities in Employment".

9. Consultation

We will consult with a wide range of individuals, partners and community representatives in order to make appropriate decisions in relation to the range and accessibility of the services we provide. Wherever possible, we will attempt to identify and make contact with those individuals or groups who are perceived as disadvantaged or marginalised within the community, and who might not otherwise be able to get involved in the normal consultation process.

We will undertake annual employee surveys to measure satisfaction levels in relation to the working environment and the conditions we provide, and to ensure that we are developing and maintaining an anti-discriminatory organisational culture.

10. Our Responsibilities

Within the County Council, all elected members and staff have a part to play in challenging discrimination and in implementing this policy:

Councillors are responsible for leading the equality and diversity agenda, providing a scrutiny role, prioritising resources and community leadership generally.

The Chief Executive and Strategic Directors are responsible for the overall management and strategic direction of the equality and diversity agenda.

Heads of Service and Management Teams are responsible for ensuring the implementation of this policy in their service areas, and their service planning process. They should identify any discriminatory practices, include equality targets in their service improvement plans and develop criteria for success.

Human Resources professionals lead on equality and diversity issues in respect of employment policy and practice throughout the County Council.

Corporate Equality & Diversity Team and Equality Officers have the responsibility to enable, facilitate, advise and support the equality and diversity process throughout the County Council and within their own Directorates.

Unions and Staff Groups have a responsibility to represent the views and concerns of staff on equality and diversity issues, and in supporting the continuous improvement of equality policy and practice.

All staff have an individual responsibility for promoting and delivering equality in the workplace and in serving the community. This expectation will be communicated to all new staff via Corporate and Directorate induction processes.

11. Monitoring and Measuring Progress

We will adopt a rolling programme to review, monitor and evaluate all policies, procedures and practices, both in service delivery and employment, from an equality perspective, to ensure that they conform with this Policy, as well as legislative and other external requirements. There are a variety of monitoring systems already established which will enable us to do this. Where we ask employees and service users to provide us with personal information, this will only be used to improve access to and the quality of the services we provide. In order to succeed in this, we require the co-operation and understanding of our staff and service users.

12. How to Make a Complaint

We regard comments and complaints as an opportunity to examine the quality of our services, and to proactively address the issues that have been raised. **If a service user or resident** has a complaint against the County Council in respect of the services we provide, they can exercise their right to complain through the Corporate Complaints Procedure. This can include a complaint of a discriminatory nature. A copy of the procedure is available from the Corporate Complaints Officer, Performance & Development Directorate, Warwickshire County Council, PO Box 9, Shire Hall, Warwick CV34 4RR (telephone 01926 410410 Alternatively, it can be found on our web site: www.warwickshire.gov.uk.

If a member of staff feels that he or she has been discriminated against, or victimised/harassed by a colleague or service user, they should, in the first instance, contact their line manager or directorate Human Resources Officer for advice about their rights and the appropriate action to take. In certain circumstances, staff may also wish to meet with, or seek confidential advice from, one of a number of colleagues who have volunteered to act as Harassment Contact Officers.

Any allegations of this nature will be taken very seriously and investigated. Where appropriate, disciplinary action will be taken against staff who have breached, ignored or abused the County Council's Equality and Diversity Policy.

13. Access to this Policy and its Relationship with other Documents

This document can be made available in other languages and formats, on request, from the Corporate Equality & Diversity Team, Performance & Development, PO Box 9, Shire Hall, Warwick, CV34 4RR (telephone 01926 410410). It can also be viewed on our website (www.warwickshire.gov.uk).

Reference is made within this Policy to other related County Council policies and strategies. These can also be found on our website or can be obtained from the above address.

14. Conclusion

We believe that any organisation should reflect all the communities and people it serves in both employment and service delivery. By implementing this Policy, the County Council recognises its responsibilities and its leadership role within the community and aims to be a leading organisation in the promotion of equality of opportunity and diversity within Warwickshire.

This policy was ratified: September 2018

And will be reviewed: September 2019

Signed by the Head teacher/

Chair of Governors: 