

Denton and Harlaxton Church of England Schools



Learn
Encourage
Aspire
Respect &
Nurture



Equality Policy (public sector duty)

Changes made **Yes** / No

Policy : Equal Opportunities	Date	Signatures of Chair Of Finance Committee Governors & Head
Last Reviewed:	May 2025	
Board of Governors review complete:	14 th May 2025	
Date of next review:	Summer 2026	

School Context



Denton and Harlaxton CE Schools are underpinned by a distinctive Christian Vision. Our Christian vision permeate into all corners of school life:

Lead with confidence,
Everyone equal in God's family,
Aspire to achieve,
Respect people, property and places and
Nurture

are key priorities for all pupils and adults. This is a special feature of the school and is widely regarded as being a significant aid to raising growth in learning in its very broadest sense.

Equality Policy

1. Overview

1.1 This policy covers all aspects of how you are treated by the School and everybody we employ. Another related policy includes Equality and Diversity in Employment. This policy covers (but isn't limited) to:

- pay and conditions of employment;
- training and continuing professional development;
- promotion;
- appraisals;
- grievances and disciplinary matters;
- ending employment;
- giving references;
- how visitors are treated;
- how learners, potential learners, parents, carers, and suppliers are treated; and
- how any other business contacts and associates are treated.

1.2 Equality and diversity will be as embedded as far as is possible in all areas of the curriculum. Pupils will be given opportunities to explore prejudice and discrimination and to positively explore difference in relation to the protected characteristics. In developing our curriculum further, we will make a commitment to ensure resource materials reflect both the diversity of the school, local community and wider society as a whole.

1.3 This policy applies to all employees, apprentices, consultants, officers, contractors, interns, volunteers, job applicants, agency and casual workers. This policy further provides guidance on how parents or carers of learners (or potential learners) can raise any legitimate complaint or concern have in respect of any breaches of this policy.

1.4 If you are an employee, this policy does not form part of your contract of employment, and we may amend it at any time.

1.5 You should read this policy in conjunction with our other policies.

2. Our equal opportunities commitment and statement

2.1 Our long term equality objectives are as follows:

- To continue to treat all children and adults with courtesy, respect, integrity and dignity.
- To continue to ensure all children progress and achieve with equality.
- To continue to educate our children to fully understand the negative consequences that people often suffer if they are faced with intolerant attitudes or actions that undermine their value or dignity.

2.2 We see all learners and potential learners, and their parents and carers, as of equal value. We will not tolerate discrimination or harassment and are committed to promoting equal opportunities. You shall receive fair and equal treatment. Those who work for us will receive fair and equal treatment and we are committed to promoting equal opportunities in employment.

2.3 We will never victimise anyone who makes a legitimate complaint to us about harassment or discrimination, or who supports an individual in their complaint.

3. How the law defines discrimination

3.1 The following list gives you a general description of the types of acts that may both breach this policy and be unlawful. Sometimes actions can be intentional, and sometimes unintentional:

- **Direct discrimination:** this is when somebody is treated less favourably because of a protected characteristic than somebody else has been, or would have been, in identical circumstances.
- **Indirect discrimination:** this is when a group of people with one of the protected characteristics (subject to a couple of exceptions) is put at a disadvantage by a provision, criterion or practice applied to all, unless the treatment is justified for a good business reason.

- **Associative discrimination:** this is where somebody is treated less favourably because of the personal characteristics of somebody else.
- **Perceived discrimination:** this occurs where someone is treated less favourably because someone wrongly believes they have a particular protected characteristic.
- **Harassment:** this is when a hostile, humiliating, degrading, intimidating or similarly offensive environment is created in relation to a protected characteristic, but could also be an isolated incident. We also consider it harassment for an individual to be subjected to uninvited conduct (persistent or a single event) related to a protected characteristic that has an intended or unintended consequence which violates an individual's dignity.
- **Victimisation:** in a legal context, 'victimisation' has a much more restricted meaning than in real life. It happens when an individual has complained about harassment or discrimination, or has supported another in their complaint, and is then treated less favourably as a result.

3.2 The 'protected characteristics' are:

- age;
- race (which includes colour and ethnic/national origin);
- disability;
- religion or belief;
- sex;
- gender reassignment;
- pregnancy or maternity;
- sexual orientation; and
- marital or civil partnership status.

3.3 There are other actions which can be unlawful under the equal opportunities legislation. Examples include:

- failure to make reasonable adjustments to minimise certain disadvantages suffered by a disabled person;

- instructing another person (or applying pressure on them) to discriminate;
- knowingly assisting somebody else when they carry out a discriminatory act;
- discriminating against somebody believed to have a protected characteristic, whether or not they actually do, or because they associate with a third party who does.

4. How we carry out our responsibilities and duties

4.1 Management and the wider workforce are essential to ensuring the success of this policy. All staff have a legal responsibility to comply with it, and any of us — however senior or junior we are — may be personally liable for unlawful discrimination if we breach its terms.

4.2 Overall responsibility for the effective implementation and operation of the policy lies with management, specifically with the Senior Leadership Team and is monitored by The Governing Body. Everyone working at managerial level is expected to act in full accordance with this policy, lead by example, and attain and maintain appropriate standards of behaviour within the teams they manage.

4.3 We also encourage everyone who works for us to help promote equal opportunities across the School. Please contact a member of the Senior Leadership Team if you have any ideas about how we could do this better, or you would like to be more involved in achieving this policy's aims.

5. How we enforce this policy and handle breaches

5.1 We will investigate any complaint or allegation raised regarding a potential breach of this policy. This will be done in line with the Local Authority guidelines. If you believe you, or a child you have responsibility for, have been harassed or discriminated against you should contact The Head of School or Executive Head Teacher as soon as possible. If you want to take formal action, you will need to follow our grievance procedure. The Confidential Reporting Code

(Whistleblowing policy) is also available if reporting to senior leadership is likely, in your view, to make you uncomfortable.

5.2 Staff will face disciplinary action if we find they have harassed or discriminated against anyone else in breach of this policy. Sometimes this type of behaviour may amount to gross misconduct, in which case they may be dismissed without notice.

5.3 We foster positive attitudes and relationships, and a shared sense of cohesion and belonging. Our policies, procedures and activities reflect this. Occasionally, people make complaints knowing they're not true. They might do this to avoid or deflect from a separate issue. We view any complaint made in bad faith as a grave matter as it may unnecessarily add strain to a situation and runs contrary to the aims of this policy.

6. How we monitor whether this policy is working

6.1 We may record and analyse information about equal opportunities within the workplace. We use the information to make sure this policy is working properly and to refine it where that's needed. We also use the information to review the composition of our workforce, and to promote workplace equality. For further information about how we handle personal data, please refer to our data protection policy.