



## Equality Statement

*“All schools within Blackburn with Darwen Borough Council are committed to treating all employees fairly and with dignity and respect across the whole workforce, taking a zero tolerance approach to any form of discrimination, victimisation or harassment.*

*The principles and commitment of this will apply to all employees and will be embedded across all policies and procedures with all employees having a role in contributing to its success”*

### 1. The Legislative Framework

The School will ensure that it meets all its responsibilities and liabilities under legislation designed to promote equality and diversity, namely the Equality Act 2010.

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act and covers nine equality strands. These are known as ‘protected characteristics’ specifically age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. The Act provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all, to update, simplify and strengthen the previous legislation and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal workforce.

### 2. The Equality Duty

One of the key measures in the Act is the public sector Equality Duty which aims to ensure all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. This includes:

- **eliminating unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it;
- **fostering good relations** between people who share a protected characteristic and people who do not share it.

### 3. Equality Statement

The commitment of the School is to promote equality of opportunity to all employees and consider that equality issues must influence decisions, for example:

- to set an example of good practice through innovative solutions to local equality and diversity issues;
- to recognise and promote the value of diversity in the workforce to implement fair and equal employment practices;

- to continually monitor and evaluate the equality analysis and impact of the service we provide in response to our customer needs;
- to inform decision-making through good knowledge of the local population and cultural context.

We will demonstrate our commitment to equality through:

- schools' policy framework which supports this statement and which have been put in place to remove barriers, eliminate discrimination and address disadvantage;
- use of 'positive action' where those with a protected characteristic could experience a disadvantage because of that characteristic or are disproportionately under-represented in a particular activity;
- monitoring and reviewing our policies on a regular basis to ensure they do not discriminate or disadvantage employees;
- monitoring selection of policies will be considered and tested annually by the Policy Development Group to ensure the policies are in place to treat people fairly and proportionally and meet the requirements of the Schools' equality statement;
- undertaking equality training to ensure employees understand what equality law means for them and the organisation and to embed this into practice;
- undertaking workforce monitoring to ensure those with protected characteristics are not being discriminated against;
- conducting equality analysis and impact assessments to help eliminate/mitigate negative impacts and promote equality of opportunity for all.

**4. Monitoring and Review**

Policies will be review in accordance with any changes to statutory legislation and in consultation with the recognised trade unions.

**5. Approving Body & Date**

Schools LJNCC: Wednesday 21<sup>st</sup> March 2012