GIGGLESWICK
SCHOOL

Equal Opportunities Policy- Staff

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Reviewed by	Headmaster Bursar
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1 COMMITMENT

Giggleswick School is proud to be an equal opportunities employer, committed to creating a workplace and school community where diversity, equity, and inclusion are actively promoted and embedded in everything we do. We believe that everyone regardless of background or identity should have fair access to opportunities, be treated with dignity and respect, and feel valued and supported.

We are dedicated to building a workforce and school environment that reflects the diversity of our wider community. We welcome and encourage applications and participation from individuals of all backgrounds, and we strive to ensure that no one is disadvantaged or excluded due to:

- Race, colour, nationality, or ethnic origin
- Religion or belief
- Sex, sexual orientation, or gender identity
- Pregnancy or maternity
- Marital or civil partnership status
- Age
- Disability
- Any other protected characteristic under the Equality Act 2010

To uphold our commitment to equal opportunities, we will:

- Provide training to staff and managers to promote inclusive practices and equity in the workplace.
- Ensure that recruitment, selection, and career development processes are fair, transparent, and based solely on merit and potential.
- Apply all internal policies and procedures consistently and without bias.
- Foster an inclusive culture that respects and accommodates different cultures, beliefs, and lived experiences.
- Make reasonable adjustments to support employees and pupils with disabilities or additional needs.
- Maintain a safe and respectful environment free from discrimination, harassment, bullying, or victimisation.

No employee, job applicant, pupil, or member of the school community will be treated unfairly or unlawfully due to a protected characteristic, perceived characteristic, or association with someone who has one.

This applies to:

Recruitment and selection

- **Promotion, training, and career progression**
- **Terms and conditions of employment**
- **Grievance and disciplinary procedures**

- **Termination of employment, including redundancies**
- **Day-to-day conduct and interactions**

We also extend these principles to our relationships with pupils, parents, visitors, suppliers, and former staff, ensuring that everyone is treated equitably and respectfully.

Giggleswick School complies with the Employment Rights Bill 2025, which introduces day-one protections for dismissal, parental leave, and harassment, reinforcing our commitment to fair treatment from the outset of employment.

Any behaviour, language, or attitudes that undermine an individual's dignity or sense of belonging will not be tolerated.

This policy should be read alongside the School's:

- **Safer Recruitment, Selection and Disclosures Policy**
- **Staff Code of Conduct**
- **Whistleblowing Policy**
- **Disciplinary and Grievance Procedures**

2 AIMS

This policy aims to promote equal opportunities and a workplace that is inclusive, equitable, and respectful of diversity. We are committed to ensuring equal opportunities and eliminating discrimination based on gender, marital or civil partnership status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or belief, or age.
All employees, regardless of role or contract type, shall be treated with dignity and fairness. Employment decisions will be based solely on merit, aptitude, and ability.
We seek to enable all individuals to realise their full potential, recognising that a diverse workforce strengthens organisational performance. Upholding these principles is a shared responsibility across the organisation.

3 OBJECTIVES

Through its Equal Opportunities Policy, the School will:

- Carry out its legal duty in complying with the relevant legislation (including The Equality Act 2010 and Employment Rights Bill 2025);
- Have a proactive agenda in which discrimination is recognised as an organisational issue which needs an organisational response;
- Ensure all staff work together with a shared sense of purpose to meet the needs of every pupil;
- Ensure that pupils and staff contribute towards a happy and caring environment by showing respect for, and appreciation of, one another as individuals;

- Ensure that complaints or evidence of failure to comply with the School's equal opportunities policy are dealt with promptly and fully investigated according to the relevant procedure.

All forms of discrimination by any person within the School's responsibility will be treated seriously as such behaviour is unacceptable.

4 RIGHTS AND RESPONSIBILITIES

Harassment in all its forms is unlawful and unacceptable. Any behaviour, comments or attitudes that threaten or undermine an individual's self-esteem on these grounds will not be tolerated and the School's Grievance and Disciplinary Procedures, and Staff Code of Conduct, contain clear guidance and procedures dealing with discrimination.

The School has a statutory duty to take all reasonable steps to prevent sexual harassment, including from third parties such as contractors or visitors. Non-disclosure agreements that restrict reporting of harassment or discrimination are unenforceable under current legislation

Staff have the right to:

- Not be discriminated against.
- Make a complaint of discrimination.
- Know how to make a complaint and where to get help.
- Have their concern(s) listened to and dealt with promptly and in a sensitive manner.
- Not be victimised if they complain.

Staff have a responsibility to:

- Respect and appreciate one another as individuals.
- Not discriminate against others.
- Support other people who may be discriminated against.
- Report to someone responsible if they think discrimination is taking place.
- Not victimise anyone who makes a complaint of discrimination.
- Challenge offensive language and behaviour.

Concerns should be made to a line manager, Head of HR or member of the Senior Leadership Team.