

EQUALITY & FAIRNESS

Template policy for Parent Councils/PTAs

Please refer to the Connect leaflets *A Simple Guide to Equality & Fairness* and *Equality and Fairness Glossary* before you use this template.

HEADING	EXPLANATION
Aims of this Policy	<p>Friends of Durriss Primary and Crossroads Nursery and all of its subgroup members are committed to fostering an inclusive culture which promotes equality and values diversity.</p> <p>Friends of Durriss Primary and Crossroads Nursery and all of its subgroup members are committed to ensuring that it does not commit any unlawful discrimination under the Equality Act 2010.</p> <p>The aim of this policy is to ensure that everyone involved in the organisation is aware of the statutory requirements of the Equality Act and is mindful of promoting inclusivity and equality.</p>
Statutory obligations	<p>The Equality Act 2010 provides nine "protected characteristics":</p> <ol style="list-style-type: none"> i) Age ii) Disability iii) Gender reassignment iv) Marriage and civil partnership v) Pregnancy and maternity vi) Race vii) Religion or belief viii) Sex ix) Sexuality <p>Friends of Durriss Primary and Crossroads Nursery and all of its subgroup members are committed to the principle that no-one will face discrimination as a result of these or other characteristics.</p>
Other obligations	<p>Friends of Durriss Primary and Crossroads Nursery and all of its subgroup members are committed to including and respecting all those in the school community, including:</p> <ul style="list-style-type: none"> • Families facing poverty and financial difficulties • People who don't read or write well • Separated/divorced parents or those who share parenting • Those families with a parent in prison

	<ul style="list-style-type: none"> • Kinship, foster or adoptive parents/carers
Policy implementation	<p>In order to meet our responsibilities Friends of Durris Primary and Crossroads Nursery and all of its subgroup members will ensure:</p> <ul style="list-style-type: none"> • the organisations are accessible to all members of the school community. • no member of the school community is subject to discrimination by those involved with Friends of Durris Primary and Crossroads Nursery and all of its subgroup members • harassment is prevented and that everybody is treated with respect • any complaints received about discrimination or harassment within the group are taken seriously and dealt with fairly
Dealing with complaints	<p>Friends of Durris Primary and Crossroads Nursery and all of its subgroup members are make certain that all complaints are dealt with promptly and efficiently.</p> <p>In the event of a complaint being made, the issue will be investigated and lessons will be drawn from it.</p> <p>In the aftermath of a complaint, Friends of Durris Primary and Crossroads Nursery and all of its subgroup members will ensure that the complainer is not victimised in any way.</p>
Review	<p>This policy will be reviewed every 2 years to ensure it remains up-to-date and is compliant with the law and values of the organisation.</p>
Declaration	<p>I confirm I have read and understood Friends of Durris Primary and Crossroads Nursery's Equality & Fairness Policy and will act in accordance to it.</p> <p>I am connected with this organisation in my capacity as a</p> <p>Member of the committee Volunteer Member of staff</p> <p>Signature: _____ Print name: _____ Date: _____</p>

