

EQUALITY AND FAIRNESS POLICY

Bannerman High Parent Council

HEADING	EXPLANATION
Aims of this Policy	<p>Bannerman High Parent Council is committed to fostering an inclusive culture which promotes equality and values diversity.</p> <p>Bannerman High Parent Council is 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"> 1. Age 2. Disability 3. Gender reassignment 4. Marriage and civil partnership 5. Pregnancy and maternity 6. Race 7. Religion or belief 8. Sex 9. Sexuality <p>Bannerman High Parent Council is committed to the principle that no-one will face discrimination as a result of these or other characteristics.</p>
Other obligations	<p>Bannerman High Parent Council is 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 • Kinship, foster or adoptive parents/carers
Policy implementation	<p>In order to meet our responsibilities Bannerman High Parent Council Officer Bearers will ensure:</p> <ul style="list-style-type: none"> • the organisation is accessible to all members of the school community. • no member of the school community is subject to discrimination by those involved with (organisation) • 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>Bannerman High Parent Council will 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, Bannerman High Parent Council Officer Bearers will ensure that the complainer is not victimised in any way.</p>
Review	<p>This policy will be reviewed every 3 years to ensure it remains up-to-date and is compliant with the law and values of the organisation.</p>

March 2023