



Parkhall Integrated College

Equal Opportunities Policy - All Staff

Reviewed by LMK for Board of Governors: June 2022

To be reviewed:

Rationale

Parkhall Integrated College will positively promote and rigorously observe the objectives and principles set out in this Policy and is committed to promoting equality of opportunity, fair participation and good relations in the College. The College recognises that the provision of equal opportunities in the workplace is not only good management practice. This Policy takes account of current legislation relating to equal opportunities and adheres to the EANI's policies on Equal Opportunities for Teaching and Non-Teaching Staff

Purposes

Parkhall Integrated College is committed to securing fair and equal consideration for applications for teaching and non-teaching posts in the school and fair and equal treatment of staff already employed. We affirm that the Board of Governors and school management will rigorously pursue the objectives and principles set out in the policy and are committed to promoting equality of opportunity and fair participation within Parkhall Integrated College*. The Board of Governors and all staff should be aware of the forms which unlawful discrimination can take place, guard against them and avoid any action which might influence others to discriminate unlawfully.

All eligible staff will have equal opportunity for advancement in the school, irrespective of:-
gender, marital, civil partnership or family status;
pregnancy or maternity leave;
sexual orientation;
gender re-assignment;
racial group; ¹
age;
disability;
trade union membership or non-membership;
criminal record;²
religious belief and political opinion.³

Selection for employment and advancement will be on the basis of ability, qualifications and aptitude to carry our duties of the post. There will be no unlawful discrimination, direct or indirect, against any member of staff in recruitment, training, promotion or in any other way.

Guidelines

Recruitment and Promotion

As an equal opportunity employer the Board of Governors will endeavour to reach the widest possible labour market. Public advertisements and internal trawls will not indicate, or appear to indicate, an intention to discriminate in selection for recruitment, promotion or transfer. Nothing will be stated which may be interpreted as reflecting any form of discrimination. Public advertisements will not be confined unjustifiably to geographical areas or media publications which would exclude, or disproportionately reduce, the number of applicants from a particular group. A statement promoting the equal opportunities policy will be included in all advertisements for staff.

¹ Throughout this document the word 'racial group' is to be understood, in line with the Race Relations (NI) Order 1997 (as amended), to include colour, race, nationality or ethnic or national origin. Irish Travellers are recognised by the Order as being members of a racial group.

² A person's criminal record will be seen in the context of the post, ability to do the job and the responsibility of employers for child protection, for the care of funds, resources, the public and other employees. Only offences relevant to the post in question will be considered.

³ Under Article 71 of the Fair Employment and Treatment Order (NI) 1998 (as amended) it is not unlawful for the employers of school teachers to discriminate on the grounds of religious belief or political opinion in relation to the recruitment of persons as teachers in schools.

Eligibility criteria used for recruitment and promotion must be related to job requirements, and will be non-discriminatory. They will be stated in public advertisements and internal tawls and will be reviewed to ensure they do not have a disproportionate impact on particular groups or individuals.

When constituting selection panels, the Board of Governors will endeavour to ensure male and female representation. Selection panels' decisions and reasons for such decisions will be recorded and all documentation including panel members' notes must be retained for a period of the last three years. Governors will have the opportunity of attending EA training in equal opportunities, recruitment and selection.

Career Development

The Board of Governors will ensure that all staff will be provided with equal access to career development information and selection for training and development will be carried out in a fair and equitable manner using objective criteria

The Board of Governors is responsible for the promotion and implementation of the policy at school level. The principal and senior management team are responsible for ensuring that all school staff are aware of the schools' policy on equal opportunity. All teachers and support staff have a responsibility to accept personal involvement in the application of the Equal Opportunity Policy.

Complaints of Unlawful Discrimination

Any member of the school staff who considers that they have been unlawfully discriminated against in appointment, promotion or training may in first instance raise the matter with the principal, chairperson of the Board of Governors and/or the Education Authority's Equal Opportunities Officer. Any member of staff who makes a complaint in respect of unfair and/or unlawful discrimination will not be subject to any form of victimisation. Acts of discrimination, victimisation or harassment perpetrated by a member of staff will result in disciplinary action.

It should be noted that complaints can be brought against individual members of staff as well as against the Board of Governors of a school.

This Policy should be read in conjunction with:-

- TNC-2009/2 EQUAL OPPORTUNITIES POLICY FOR TEACHERS IN SCHOOLS
- EQUAL OPPORTUNITIES POLICY July 2004 Non-Teaching Staff

These policy Guidelines are translated into action through other policies and procedures, for example:

Staff Development Policy

PRSD Policy

Monitoring and Evaluation Policy

Salary Policy