

SGOIL LIONACLEIT

Equal Opportunities and Diversity Policy

Introduction

This policy describes the way in which Sgoil Lionacleit will meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discriminations Act and the Sex Discriminations Act. The policy will be applied to all staff and learners, as well as any volunteers working in Sgoil Lionacleit.

Access

Employees, learners and volunteers are made aware of the existence of this policy and where it can be accessed. This policy is reviewed annually.

Policy Statement

Sgoil Lionacleit will adhere to the requirements of the Equality Act 2010 by not discriminating against learners, staff, volunteers or anyone involved in external agencies the school may be working with on the grounds of:
sex, race, disability, religion, or belief or sexual orientation.

In addition, there will be no discrimination against:

- pregnant females or new mothers;
- staff learners or volunteers who choose to undergo gender re-assignment; and
- learners due to the behaviour of their parents and / or siblings.

When recruiting staff, health related questions will not be asked until after a job offer is made, and then, only if it is necessary for the role.

Sgoil Lionacleit may decide to use the 'Positive Action' clause of the Equality Act 2010, which allows for the setting up of courses specifically for a certain group, such as Afro – Caribbean boys or Roma children. (Previously, this could have been considered discriminating.)

It is expected that every person in Sgoil Lionacleit will make a positive contribution to this policy, namely:

- All staff whether paid or voluntary.
- All visitors to Sgoil Lionacleit
- All learners at Sgoil Lionacleit.

In addition, Sgoil Lionacleit will:

- ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups;
- supply specialist aids and facilities to enable disabled people;
- monitor any issues that arise within the school and take appropriate action, fully supporting any person in the school who is faced with prejudice or discrimination;

- undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to
- treat seriously any breaches of the policy, regarding them as misconduct which may lead to disciplinary proceedings.

Complaint Procedure

Stage 1

Any person who experiences, witnesses, or is reasonably led to believe this Equal Opportunities Policy has not been respected, should immediately bring the situation to the attention of the Head Teacher or the Depute Head Teacher in the absence of the Head Teacher. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to The Head Teacher who will decide the best course of actions.

This may result in:

- a warning being issued
- disciplinary action, like exclusion in the case of a pupil
- a referral to a higher level of authority

Stage 3

The offending person has the right to appeal. He / she can write to the Learning Community Principal (LCP) Uist and Barra. The decision of the LCP will be final.