

## Equality & Diversity Policy

Derby Diocesan Board of Education (DBE) is committed to promoting and realising equality of opportunity for all and ensuring diverse viewpoints inform our practice. Derby DBE values the contributions which can come from diverse voices and promoting a safe and welcoming workplace. Derby DBE understands that equal opportunity is dependent on valuing and cherishing difference.

Derby DBE vision aspires for our schools to be inclusive, welcoming and hospitable, reflecting Jesus' teaching and ministry and exemplifying 'love your neighbour'. Derby DBE work to inspire all church schools within our family to achieve this by delivering exemplary equal opportunities for all and sharing best practice.

### Objectives

This policy aims to set out:

- Derby DBE's commitments to promoting equality and diversity,
- how this will be applied in practice,
- what action should be taken if you believe you may have suffered due to discrimination.

### Scope

This policy applies to all trustees and employees of Derby DBE.

### Derby DBE's commitments

Derby DBE will ensure our employees and trustees work in an environment which promotes dignity, equality and respect for all. Discrimination, in its various forms, will be actively challenged should it ever arise.

Harassment and bullying (as outlined in the Staff Handbook) is unacceptable within the workplace and will be treated as misconduct, which may include gross misconduct warranting dismissal.

Derby DBE will not tolerate unlawful or unfair discrimination against employees, trustees, stakeholders, volunteers, visitors or contractors based on any characteristics which are protected by the [Equality Act \(2010\)](#) including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **Application**

This policy applies to conduct within the workplace, events related to work (e.g. social interactions with colleagues) and activities which can impact the reputation of Derby DBE (e.g. use of social media which can be identified to Derby DBE).

Specific areas which are covered by this policy include:

- Recruitment
- Selection
- Training
- Development
- Promotion
- Benefits and terms and conditions of employment
- Access to facilities and resources

Derby DBE will ensure that no job applicant, employee or trustee receives less favourable treatment because of a protected characteristic. Derby DBE's objective is to ensure that individuals are selected, promoted and otherwise treated solely based on their relevant aptitudes, skills and abilities.

## **Breaches of this policy**

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the protected characteristics outlined in this policy, you should consider:

- Raising the issue with the Diocesan Director of Education (DDE), or in the case of the DDE the Chair of Derby DBE.
- Requesting mediation from the DDE/Chair if this is appropriate
- Seeking support or advice from your trade union representative
- Following the Grievance Procedure as outlined in the Staff Handbook

If you have witnessed discrimination, harassment or bullying in the workplace you have a duty to report this to the DDE or in the case of the DDE, to the Chair of Derby DBE.

Allegations will be treated with confidence and investigated in accordance with the relevant procedure.