


Muckhart PS Parent Council

This Equality & Fairness Policy is to help Muckhart PS Parent Council office bearers and committee understand their duties as a member of the PC.

<p>HEADING</p>	
<p>Aims of this Policy</p>	<p>Muckhart Primary School Parent Council (PC) is committed to fostering an inclusive culture which promotes equality and values diversity.</p> <p>The PC 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>
<p>Statutory obligations</p>	<p>The Equality Act 2010 provides nine "protected characteristics":</p> <ul 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>The PC is committed to the principle that no-one will face discrimination as a result of these or other characteristics.</p>
<p>Other obligations</p>	<p>The PC 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
<p>Policy implementation</p>	<p>In order to meet our responsibilities, the PC 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 the PC ● harassment is prevented and that everybody is treated with respect

	<ul style="list-style-type: none"> any complaints received about discrimination or harassment within the group are taken seriously and dealt with fairly
Dealing with complaints	<p>The PC 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, the PC will ensure that the complainer is not victimised in any way.</p>
Review	<p>This policy will be reviewed every two 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 the Muckhart Primary School Parent Council's Equality & Fairness Policy and will act in accordance with 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>

This policy is based on a template prepared by Connect, Mansfield Traquair Centre, 15 Mansfield Place, Edinburgh EH3 6BB and Muckhart Primary School PC acknowledge Connect as the author of the template.