**Diagram

Description automatically generatedOnthank Parent Council**

**Fairness & Equality Policy**

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| **Aims of this Policy** | Onthank Parent Council is committed to fostering an inclusive culture which promotes equality and values diversity.  Onthank Parent Council is committed to ensuring that it does not commit any unlawful discrimination under the Equality Act 2010.  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. |
| **Statutory Obligations** | The Equality Act 2010 provides nine “protected characteristics”:   * Age * Disability * Gender reassignment * Marriage and civil partnership * Pregnancy and maternity * Race * Religion or belief * Sex * Sexuality   Onthank Parent Council is committed to the principle that no-one will face discrimination as a result of these or other characteristics. |
| **Other Obligations** | Onthank Parent Council is committed to including and respecting all those in the school community, in addition to the above protected characteristics including but not exhaustive:   * 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 |

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| **Policy Implementation** | In order to meet our responsibilities Onthank Parent Council will ensure:   * 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 Onthank Parent Council * 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** | Onthank Parent Council will make certain that all complaints are dealt with promptly and efficiently.  In the event of a complaint being made, the issue will be investigated and lessons will be drawn from it.  In the aftermath of a complaint, Onthank Parent Council will ensure that the complainer is not victimised in any way. |
| **Review** | This policy will be reviewed every year to ensure it remains up-to-date and is compliant with the law and values of the organisation. |
| **Declaration** | I confirm I have read and understood Onthank Parent Council’s Equality & Fairness Policy and will act in accordance with it.  I am connected with this organisation in my capacity as a:  Member of the committee  Volunteer  Member of staff   |  |  | | --- | --- | | Signature: |  | | Print name: |  | | Date: |  | |  |  | |