

NESSie



Supporting Positive Mental
Health in Schools

NESSie IN ED CIC Equal Opportunities Policy

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EQUAL OPPORTUNITIES POLICY

It is NESSie IN ED CIC (NESSie)'s policy not to discriminate against its employees, job applicants or individuals who work at NESSie on the basis of their gender, sexual orientation, marital or civil partner status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age or pregnancy (collectively "the Protected Characteristics"). The principle of non-discrimination and equality of opportunity applies equally to the treatment of visitors, clients, customers and suppliers. Unlawful discrimination on the basis of a Protected Characteristic will be referred to as "Unlawful Grounds".

Discrimination may be:

Direct where someone is treated less favourably because they have a Protected Characteristic.

Indirect where an individual is subject to an unjustified provision criterion or practice which puts them at a particular disadvantage on the basis of one of the unlawful grounds, e.g. a height requirement that would eliminate a higher proportion of women than men;

Victimisation where an individual is treated less favourably because of action taken to assert legal rights against discrimination or to assist a colleague in that regard; or

Harassment is where an individual "A" engages in unwanted conduct on the basis of one of the unlawful grounds that has the purpose or effect of violating another individual's "B's" dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for B.

The policy applies to the advertising of jobs and recruitment and selection, to training and development, opportunities for promotion, to conditions of service, benefits and facilities and pay, to health and safety and to conduct at work, to grievance and disciplinary procedures and to termination of employment, including redundancy.

All employees have a duty to act in accordance with this policy and not to discriminate against or harass other members of the workforce, visitors, clients, customers or suppliers.

If you are subjected to harassment, discrimination or victimisation on any of the unlawful grounds, you will have the full support of NESSie's management in putting a stop to it. There are various ways in which you can deal with the behaviour, ranging from simply asking the person to stop, to taking up a formal complaint. You are encouraged to raise the matter through NESSie's grievance procedure if you feel that an informal means of dealing with this has not worked or will not work. You should act promptly – do not wait until working conditions reach an intolerable level or your personal wellbeing is put in jeopardy. If, after investigation, you are proven to have discriminated against any other worker on any of the unlawful grounds, you will be subject to disciplinary action and in serious cases such behaviour may constitute gross misconduct and, as such, may result in summary dismissal.

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NESSie will regularly monitor the effectiveness of this policy to ensure it is achieving the objectives stated above, by monitoring the composition of job applicants and the benefits and career progression of its workers.

NESSie is committed to providing relevant training for all staff on their responsibilities and duties under this policy.