



10 (a) – Fairness and Dignity Policy For Schools

(Policy Agreed with All Recognised Trade Unions)

HR Consultancy

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Fairness and Dignity Policy

1. Introduction

- 1.1 <School> is committed to promoting a fair and dignified working environment and culture which is free from any form of bullying, harassment or victimisation. This will enable all employees to contribute and perform more effectively. A positive working environment will enhance working relationships, encourage good attendance levels and ultimately improve the quality of education delivered to our pupils.
- 1.2 The purpose of this Policy is to promote a positive and inclusive working environment and to ensure that employees are aware that unacceptable behaviours such as bullying, harassment, victimisation and intimidation will not be tolerated. The Policy also provides a mechanism for handling allegations of unacceptable behaviour.
- 1.3 The aim is to encourage employees to resolve issues informally; it is in the interests of all to resolve problems at an early stage before they escalate. Where that has not been possible, there will be scope for employees to raise matters formally. The school is committed to ensuring that concerns are resolved quickly, fairly, and consistently.
- 1.4 This Policy should be read in conjunction with the Fairness and Dignity Procedure.

2. Scope

- 2.1 This Policy applies to all school employees. Employees who have a complaint about another employee, including bullying or harassment are encouraged to raise such concerns using this Policy and Procedure.
- 2.2 If a complaint is directed at an individual Governor, including the Chair, (rather than the whole Governing Body as the employer) it may be appropriate to use this Policy and Procedure.
- 2.3 Nothing in this procedure should preclude any pragmatic means of resolving issues and/or improving working relationships.
- 2.4 This Policy cannot be used in addition to a grievance raised under the Grievance Policy regarding the same matter; whichever is the preferred or most appropriate Policy/Procedure should be used.
- 2.5 Other concerns falling outside the remit of this Policy should be addressed using the relevant procedure, e.g. Grievance or Whistleblowing.

3. Definitions and Examples

3.1 Bullying

This may include a single incident or persistent criticism, personal abuse and/or ridicule, ignoring, excluding or other behaviour, either in public or private, which humiliates and demeans the individual involved, gradually eroding their self-confidence and the performance of their duties. It may involve the abuse of authority and the exercise of unfair disciplinary measures, unreasonable changes in an employee's responsibilities or exclusion of the individual from normal social, consultative and decision-making processes.

3.2 Harassment

Unwanted, offensive and humiliating conduct affecting the dignity of those at work. It includes unwelcome verbal, non-verbal and physical conduct that could amount to unlawful discrimination. A person or group of people may do it deliberately or unknowingly. It is the harassed individual's perception of the behaviour, which is important. This behaviour may be an isolated incident or a series of events.

3.3 Victimisation

Treating a person less favourably than others would be in the same circumstances because that person has made a complaint or allegations of discrimination, harassment, victimisation or bullying or has acted as a witness or informant in these proceedings or has in any other way been involved in the matter. Victimisation may also occur as a result of participation, or non-participation in trade union activities/membership.

3.4 Inappropriate or Unacceptable Behaviour

Any unwelcome behaviour, which may arise through:

- **Physical Conduct** - ranging from touching another employee to serious assault including the threat of such actions;
- **Verbal Conduct** - includes sarcastic comments, unwelcome advances, propositions, lewd comments or abusive language, innuendoes and jokes of an offensive nature, or linked to a disability;
- **Non-verbal Conduct** - threatening or intimidating behaviour (including aggressive body language), the display or circulation of offensive or suggestive pictures, objects or written material, graffiti, or conduct which degrades a person;
- **Other unacceptable conduct** - isolation or non co-operation at work, exclusion from social activities, coercion, intrusion by pestering, spying or abuse of powers.

4. Equality and Diversity

4.1 Equality and diversity underpin all school employment policies, procedures and practices. The school actively promotes equality of opportunity and values diversity among its employees. The potential equality impact of this Policy has been assessed.

5. Roles and Responsibilities

All parties are expected to co-operate and have a responsibility to contribute to the effective implementation of this Policy.

5.1 Employees

- 5.1.1 Employees have a duty to build appropriate working relationships within the school and are encouraged to resolve difficulties at an early stage.
- 5.1.2 All employees are obliged to comply with this Policy and to treat all colleagues fairly and with dignity and respect. If an employee becomes aware that a colleague is either the recipient or perpetrator of unacceptable behaviour, they should report it to the Headteacher, or a Governor, or their line manager.
- 5.1.3 All employees have a personal responsibility for their own behaviour and for ensuring their conduct at work is appropriate and assists in creating an environment where individuals can be confident enough to bring complaints without fear of ridicule or reprisal.
- 5.1.4 Employees are expected to engage with support provided and co-operate with procedures and attempts to resolve matters.

5.2 Line Manager

- 5.2.1 Responsible for considering the nature of the complaint and whether this policy/procedure is most appropriate. They will need to be clear about the resolution being sought and whether further investigation will be necessary.

5.3 Headteacher/SLT/Governing Body

- 5.3.1 Promote culture of open communication and mutual respect, encouraging employees to raise concerns at an early stage and ensure the procedure is applied fairly and consistently.
 - 5.3.2 To support all employees in their working life and aim to provide a positive and fulfilling environment in which to work.
 - 5.3.3 To protect all employees from bullying and harassment at work and not tolerate any forms of unacceptable behaviour. Allegations of unacceptable behaviour will be dealt with in a responsive, supportive and sensitive manner, maintaining appropriate confidentiality.
- 5.4 Advice can be sought from HR at any point.

6. Key Principles

- 6.1 Allegations of bullying, harassment or victimisation will be taken seriously by managers/Governors and dealt with promptly and sensitively and no one need fear victimisation for making or being involved in a complaint.

- 6.2 Employees may want to seek help, advice or support from a work friend, work colleague, trade union representative, manager, HR Consultant or **<insert any other sources of support>**.
- 6.3 At either the informal or formal stages of the procedure an employee may be referred to Occupational Health or for counselling.
- 6.4 Where appropriate, reasonable adjustments and appropriate support will be provided to employees in order to ensure all employees are treated equitably in accordance with this Policy and Procedure.
- 6.5 Every effort should be made by all parties to resolve matters **informally**. Employees are encouraged to seek resolution of any concerns promptly and informally. There is no right for the employee to be accompanied at informal meetings.
- 6.6 Concerns raised should be addressed without unreasonable delay. Timescales within the procedure may be varied subject to the agreement of all parties.
- 6.7 Where there has been a genuine and reasonable attempt (by both parties) to resolve informally, which does not resolve an employee's issue or where it is serious, employees can raise their grievance following the formal procedure.
- 6.8 Other employees involved with the complaint will be informed and given an opportunity to respond.
- 6.9 Mediation or other conflict management strategies may be considered as a possible, neutral, means of resolving parties in dispute to reach agreement.
- 6.10 Employees have the right to request they be accompanied by a work colleague or trade union representative at a formal meeting and/or appeal hearing, although a formal meeting and/or appeal should not be unreasonably delayed because their chosen companion is unavailable.
- 6.11 Formal meetings and hearings are internal proceedings, external representatives such as solicitors or family members will not be permitted to attend.
- 6.12 The Fairness and Dignity Procedure cannot be used as an additional route of appeal against a decision made under another policy.
- 6.13 Complaints regarding any disciplinary action taken should be dealt with as an appeal under the Disciplinary Procedure. Where an employee raises a Fairness and Dignity complaint during a disciplinary/performance/attendance process, the process will either be temporarily suspended whilst the complaint is addressed, or where they are related matters, they are likely to be dealt with concurrently.
- 6.14 Any complaint raised under this Policy should be made in good faith; if found to be knowingly false, malicious or vexatious it may result in disciplinary action.
- 6.15 Appropriate written records of grievance cases will be kept on the employee's personal file and in accordance with General Data Protection Regulations.

- 6.16 The employee may withdraw their complaint at any time by advising, in writing, to the person dealing with the matter.
- 6.17 **Right of Appeal** – where the employee who raised the complaint believes that their issue has not been satisfactorily resolved, they have a right to appeal. The grounds of appeal must be clear and in writing.
- 6.18 Once a final outcome has been made and appeal process exhausted, the complaint will be considered closed. The same complaint cannot be raised again under the procedure unless there is a significant change of circumstances or evidence.

7. Collective Complaints

- 7.1 When a complaint or concern is shared by two or more employees in relation to the same matter and the employees wish the matter to be resolved in the same process, it can be raised collectively at either an informal or formal stage.
- 7.2 For a collective complaint, the same principles apply as above. Please note:
 - 7.2.1 There will be only one process and one outcome which will apply to all employees involved and only one right of appeal. Where individuals would like different concerns addressed, it will be more appropriate to raise individually.
 - 7.2.2 The matter cannot be considered collectively if it has been raised already individually and vice versa.
 - 7.2.3 Usually, a spokesperson will be nominated from within the group to speak collectively on their behalf. A trade union representative can raise a collective complaint on behalf of employees.

8. Options to Consider in Resolving Fairness and Dignity Cases

- 8.1 **Mediation**

Where appropriate, mediation will be considered at an early stage for both parties to meet with an impartial mediator in order to achieve an agreed resolution. Solutions are driven by the parties. It is voluntary and future-focused and aims to achieve win-win.
- 8.2 **Facilitated Conversation**

A facilitated conversation tends to be less formal than mediation and can be useful to bring parties together at any early stage of the dispute. The conversation is a confidential discussion between parties, drawing on the same principles as mediation, but with more direction; it may be led by a manager/Headteacher or HR professional.
- 8.3 **Conflict Coaching**

This is a solution-focused process to help managers deal with conflict and change, promoting empowerment, reflection and enabling a culture of dialogue and collaboration.

8.4 Change in Structure/Reporting Lines

A minor alteration to team structure or reporting lines may alleviate the issue, and following any necessary consultation, the Headteacher may alter a team structure or reporting line in order to resolve matters.

8.5 Change in Role/Responsibilities

Changing certain aspects of one or both employee's responsibilities may assist in alleviating the issue. With appropriate consultation, the Headteacher may decide to alter the role/s as necessary.

8.6 Team Building

Improving team relationships and team communication may help to address issues within and rebuild working relationships.

8.7 Redeployment

In particularly complex cases, and usually following attempts at mediation and matters having proceeded to the formal stage, the Headteacher may decide to consider any redeployment options following HR advice.

8.8 Disciplinary Action

Acts of harassment and victimisation are misconduct and may be classed as gross misconduct which can lead to dismissal without notice. This will also include acts of physical violence between colleagues. Advice should be sought from HR Consultancy in cases where disciplinary action may be a consideration.

9. Policy Review

This Policy will be reviewed and adopted by Governors <annually>; next review due <date>.

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Liberata

For further information on Liberata
and our services please contact us:

5th Floor, Knollys House
17 Addiscombe Road
Croydon CR0 6SR

+44 (0) 20 7378 3700

liberata.com