



MANAGEMENT CIRCULAR

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Education Services, City Chambers, 40 John Street, Glasgow G1 1JL

March 2019
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To All Head of Establishments

Equal Opportunities

The following management circular applies to all employees of Glasgow City Council, Education Services. It applies together with Glasgow City Council's Equal Opportunity Policy, guidance and all supplementary information and resources provided to support the Council's commitments, plans and agreed equality outcomes.

All employees of Education Services are required to be familiar with and adhere to these policies and the available guidance and information.

1. Statement

- 1.1 Glasgow City Council, Education Services, is committed to equality of provision, access and benefit in the delivery of the Service. There is a commitment to providing the Service in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.
- 1.2 The Equality Act 2010 set out nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. No employee, job applicant or service user should receive less favourable treatment than any other or be disadvantaged by conditions or requirements which cannot be shown to be justifiable. This applies to all aspects of a person's engagement with Education Services.
- 1.3 Part 6 of the Equality Act 2010 sets out requirements for Education and Part 1 refers specifically to schools. Glasgow City Council is entirely committed to meeting our duty to eliminate any discrimination, harassment and victimisation of pupils and to support them in attaining their full potential.
- 1.4 The Additional Support for Learning Act (2004) places specific duties on local authorities to meet the needs of pupils for whom they have responsibility. Glasgow City Council's policy "Every Child is included and supported: getting it right in Glasgow, the Nurturing City" provides an excellent toolkit for all staff.
- 1.5 When appropriate, as indicated by monitoring procedures, positive action can be taken in accordance with the Equality's Act 2010 to make this policy fully effective.

2. Responsibilities

- 2.1 To ensure that the policy of equal opportunities in education is properly and effectively operated, Glasgow City Council has allocated overall responsibility to the operational delivery scrutiny committee. The Executive Director of Education and the Education Directorate are responsible for the ensuring the implementation and monitoring of this policy within Education Services.
- 2.2 Every employee has the right to work in an environment free from discrimination, harassment or victimisation. Every employee therefore has a responsibility to promote equality and prevent discrimination. In particular employees:
- a) must co-operate with the Council's measures to ensure the promotion of equal opportunity and non-discrimination;
 - b) must draw the attention of management and where appropriate, trade unions, to suspected discriminatory acts or practices;
 - c) must not under any circumstances harass, victimise or intimidate anyone.

Discriminatory offences committed by employees will always be viewed in a serious light.

- 2.3 Education services recognises and values the contribution trade unions and their members can make to the effectiveness of the council's equal opportunities policy, practices and procedures through co-operation, participation and advocacy.

Maureen McKenna
Executive Director of Education