



Thinking Schools Academy Trust
“Transforming Life Chances”

Dignity at Work Statement

This policy was adopted on	September 2015
The policy is to be reviewed on	

Dignity at Work Statement

1. Introduction

The Thinking Schools Academy Trust believes that all Employees are entitled to work in an environment in which everyone is treated with dignity and respect. This includes employee's treatment of each other and by students, parents, Governors and other individuals.

TSAT Schools will not tolerate any form of discrimination, bullying or harassment, by or against employees. Employees found to demonstrating these behaviours may be subject to disciplinary action, up to and including dismissal.

It is the responsibility of each individual to be sensitive towards the impact that he/she has on others and not to discriminate against, bully or harass colleagues or condone discrimination, bullying or harassment by others.

The Equality Act 2010 prohibits discrimination, harassment and victimisation on grounds of: Race, Sex, Gender reassignment, Disability, Religion including atheism, Sexual orientation, Age Pregnancy and maternity and marriage or civil partnership

ACAS define bullying 'as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient' and harassment as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual' (ACAS Bullying and Harassment at Work 2010)

2. Purpose

This policy aims to ensure that:

- High standards of behaviour are consistently maintained and demonstrated by all employees.
- All Employees have a right to expect high standards of behaviour and a working environment free from discrimination, bullying and harassment

3. Scope

This policy applies to all employees, governors and volunteers working within a Trust School

4. Responsibilities

- The Thinking Schools Academy Trust is responsible for maintaining fair, consistent and objective procedures for matters relating to dignity at work and for preventing bullying and harassing behaviour across its Schools.
- The Headteacher/Principal has overall responsibility for the internal organisation, control, management and effective implementation of the policy in their academy.
- All Line Managers are responsible for the internal organisation, control, management and effective implementation of the policy in their area of responsibility.
- All Employees, Governors and Volunteers are responsible for treating every individual with dignity and respect, ensuring they do not bully or harass others.

5. Procedure

If an Employee feels that they are being harassed, bullied or action that is not in line with the Trust Dignity at work statement, they should refer to the Trust Bullying and Harassment or Grievance Policy, which detail the procedure for dealing with the situation. Reported harassment or bullying is dealt with as a serious matter and will be tackled quickly and fairly.