

JOINT DECLARATION OF PROTECTION
(for Dignity at Work & Inclusive Working Environment)

This Declaration is a joint Management Side and Teachers' Side agreement which recognises the moral and legal duties placed on Employers and Trade Unions as a result of fair employment legislation, anti-discrimination law and the Section 75 Statutory Equality Duty. This agreement aims to provide a work environment that fosters the dignity of its employees, is inclusive and where individual differences are valued and respected. This Joint Declaration Statement applies to all employees including staff contracted to work in schools to assist in the day to day running of the school.

Employing Authorities, Boards of Governors and teachers recognise their obligations under the:

- Equal Pay Act (NI) 1970 (as amended);
- Sex Discrimination (NI) Order 1976 (as amended);
- Race Relations (NI) Order 1997 (as amended);
- Disability Discrimination Act 1995 (as amended);
- Employment Equality (Sexual Orientation) Regulations (NI) 2003;
- Employment Equality (Age) Regulations (NI) 2006;
- Fair Employment and Treatment (NI) Order 1998 (as amended)
- Trade Union and Labour Relations (Northern Ireland) Order 1995.

In addition, specific obligations are imposed on “public authorities”, including the Education Authority and CCMS, in respect of the need to promote equality of opportunity and the desirability of promoting good relations under Section 75 of the Northern Ireland Act 1998.

Declaration

1. The Employing Authorities, Board of Governors and Teachers' Side declare that they condemn all acts of unlawful discrimination and harassment and that they are committed to ensuring that any acts of unlawful discrimination or harassment carried out will be vigorously opposed by both Management Side and the Teachers' Side.
2. The Employing Authorities, Board of Governors and Teachers' Side affirm that every employee has the right to work free from intimidation and harassment on the grounds of religious belief, political opinion, sex, pregnancy or maternity, gender reassignment, being married or in a civil partnership, race, disability, sexual orientation or age.

3. The Employing Authorities, Board of Governors and Teachers' Side will take all reasonable steps to secure the safety of employees from intimidation or harassment in the workplace (both on the premises and online digital platforms). This also applies to times when colleagues are at work related events together outside of working hours.

Harassment or intimidation by words or actions is jointly condemned and we are committed to take all reasonable steps to prevent it occurring. All acts of unlawful discrimination, intimidation or harassment will be fully investigated and, if founded, will be regarded as misconduct, which will warrant disciplinary action and possible dismissal.

4. The Employing Authorities, Board of Governors and Teachers' Side will promote a good and harmonious work environment by prohibiting:
 - (a) the display of flags, emblems, posters, graffiti or the circulation of material or deliberate articulation of slogans or songs perceived to be of a divisive or sectarian nature and likely to give offence, have the potential to incite hatred, cause apprehension to particular groups of staff.
 - (b) the display or circulation of pornographic posters or any other materials that are racist, sectarian, misogynistic, transphobic and homophobic in nature, or making derogatory comments about a person's age or disability. This also includes all digital communications, emails, social media posts digital communication and electronic images, which may cause offence.
5. The Employing Authorities, Board of Governors and Teachers' Side are committed to ensuring that no employee will be victimised (i.e. discriminated against or harassed) in retaliation for their having exercised their rights under the aforementioned laws, trade union activity and/or for assisting other persons to exercise their rights under the law.
6. The Employing Authorities, Board of Governors and Teachers' Side will oppose any attempt to prevent the employment, continued employment or career development of any person in contravention of the above legislation.

Action

This declaration will be prominently displayed in the school and made available to all staff and will be made available on the Education Authority website.

The policy will be kept under review by the Teachers' Negotiating Committee.

This policy should be read in conjunction with the:

- Equal Opportunities Policy
- Bullying and Harassment Procedure
- Dignity at Work Policy and Code of Practice – Schools (non-teaching)


**Signed on behalf of Management Side of
the Teachers' Salaries and Conditions of Service
Committee (Schools)**



Date 27th June 2023

**D. Marlow
Management Side Secretary**

**Signed on behalf of Teachers' Side of
the Teachers' Salaries and Conditions of Service
Committee (Schools)**



Date 27th June 2023

**J. McCamphill
Teachers' Side Secretary**