

JOINT DECLARATION OF PROTECTION

This Declaration is a joint Management Side and Teachers' Side agreement which recognises the moral and statutory responsibilities placed on Employers and Trade Unions by the Equal Pay Act (NI) 1970 (as amended); Sex Discrimination (NI) Order 1976 (as amended); Disability Discrimination Act 1995 (as amended); Fair Employment and Treatment (NI) Order 1998 (as amended); Race Relations (NI) Order 1997 (as amended); Employment Equality (Sexual Orientation) Regulations (NI) 2003, Employment Equality (Age) Regulations (NI) 2006 and Section 75 of the Northern Ireland Act 1998.

Declaration

1. The << >> Education and Library Board, 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 by one member of staff against another will be vigorously opposed by both Management Side and the Teachers' Side.
2. The Board, Board of Governors and Teachers' Side affirm that every member of staff has the right to work without being subjected to unlawful discrimination or 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 Board, Board of Governors and Teachers' Side jointly condemn harassment or intimidation by words or actions and are committed to take all reasonable steps to prevent it occurring in the school. All acts of unlawful discrimination, intimidation or harassment will be regarded as an offence which will result in disciplinary action and may warrant dismissal.
4. All schools 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 or cause apprehension to particular groups of staff. Only the authorised display of flags and emblems which are in line with the spirit and purpose of this declaration will be permitted;
 - (b) the display or circulation of pornographic posters or other materials, including emails and electronic images, which may cause offence.
5. The Board, Board of Governors and Teachers' Side are committed to ensuring that no member of staff will be victimised (i.e. discriminated against or harassed) in retaliation for their having exercised their rights under the anti-discrimination laws, or for assisting other persons to exercise those rights.

6. The Board, 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 staff and will also be posted on the Board's website.


The policy will be kept under review and Teachers' Side will be consulted on any changes required in the future.

School Name

_____ **Date** _____

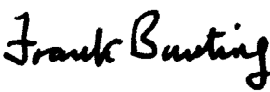
Chairperson of Board of Governors

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

 _____ **Date** 6th April 2009

Management Side Secretary

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

 _____ **Date** 6th April 2009

Teachers' Side Secretary