

# Lammack Community Primary School



## Equality Act Statement

Adopted Date April 2016  
Last Reviewed Autumn 2019  
Page 1 of 2

Review Date March 2021  
Resources  
Statutory File

Blackburn with Darwen Borough Council is committed to treating all employees fairly and with dignity and respect. There is a zero tolerance approach to any form of discrimination, victimisation and harassment.

The Council is committed to promoting equality of opportunity and providing clear performance and behavioural expectations to recognise and promote diversity and continually monitor and evaluate equality analysis.

The Council's approach continues to ensure a fair and inclusive working environment for everyone in the Council.

The Council will complete an Equality analysis on all its policies, procedures and service plans.

An Equality analysis will identify if an Equality Impact Assessment (EIA) is necessary and needs to be completed. An EIA is a tool for identifying the potential impact of a council's policies, services and functions on its residents and staff.

EIAs should be actively looking for negative or adverse impacts of policies, services and functions in relation to:-

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Equality Analysis and EIA process will enable services to document equality discussions and conclusions to show transparency and

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Page 2 of 2

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Resources  
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accountability to the community. It also ensures that the services of the Council fulfil the requirements of anti-discrimination and equalities legislation.

EIAs should be an integral part of continuous service, performance review and improving services for the users within Blackburn with Darwen.

If you feel you have not been treated fairly please refer to the Dignity at Work Policy.

Further Guidance is available from the HR Service.

**Guidance Updated: March 2018**  
**Review Date: March 2021**