

# Equality in the workplace

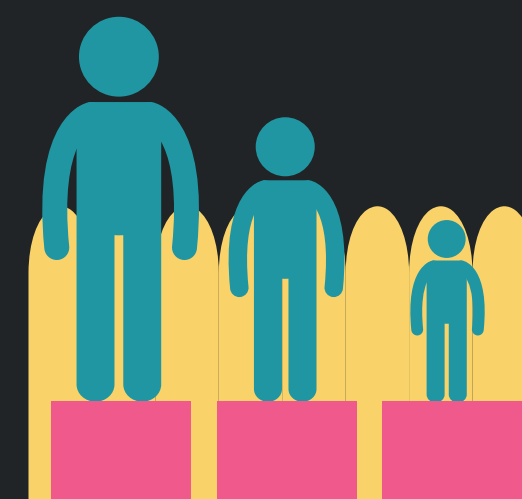


## WHAT IS EQUALITY?

Equality is the idea that everyone is given the same resources and opportunities to thrive.

## KNOW YOUR RIGHTS

As a teacher in Northern Ireland, you are legally protected under the Disability Discrimination Act 1995 and the Equality Act 2010 (for employment rights). These laws ensure fair treatment and require reasonable adjustments in the workplace.



EQUALITY

## WHAT TO DO IF YOU FACE DISCRIMINATION

### 1. Document Everything

**Keep a record of discriminatory incidents: dates, times, people involved and witnesses.**

**Save emails or messages that relate to the issue.**

### 2. Speak to Your Line Manager

**Raise your concerns informally with your principal, or designated safeguarding lead if you feel comfortable.**

### 3. Request Reasonable Adjustments

**Formally request reasonable workplace adjustments to support your needs.**

## SEEK EXTERNAL SUPPORT

- Equality Commission for Northern Ireland (ECNI): Provides legal advice and support [www.equalityni.org](http://www.equalityni.org)
- Labour Relations Agency (LRA): Offers mediation and dispute resolution [www.lra.org.uk](http://www.lra.org.uk)

## SEEK UNION SUPPORT

Contact the union for advice and representation.

**You Are Not Alone  
Know Your Rights.  
Take Action.  
Get Support**



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