

A Pupil v His School

Race discrimination proceedings brought in the County Court which settled on 7 January 2015.

Summary

The Plaintiff in this case is a pupil of a local grammar school. He is of Afro-Caribbean background. A dispute arose over the application of the school uniform policy in respect of ethnic hairstyles. The matter was resolved between the parties in the following terms.

The settlement agreement was made a Tomlin Order. The terms of Tomlin Order are as follows:

- 1 All the Plaintiff's claims against the Defendant, its servants and agents are withdrawn and can be dismissed without order as to costs.
- 2 The parties hereby acknowledged their belief and understanding that the Defendant's draft revised policy on hairstyles is compliant with the requirements of the Race Relations (NI) Order 1997 and the applicable Code of Practice. Policy annexed hereto at Annex A.
- 3 The parties shall keep the terms of this settlement confidential as between them save as may be required by law.
- 4 The Defendant confirms that the Plaintiff wearing his hair as he is displayed so doing in the photograph annexed hereto at Annex B is in compliance with the policy.
- 5 In furtherance of its statutory obligations the ECNI will publish the outcome in its annual review of decisions and settlements. No other comment, save that the case has been resolved, shall be made by the Equality Commission in respect of this matter.
- 6 Liberty to apply.