

# **Jerry Clay Academy Equality, Diversity & Cohesion Policy**



**2021-22**

## **Purpose of the Document**

### **Introduction**

The Equality Act 2010 was introduced fully in April 2011.

1. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender, religion and sexual identity.
2. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.
3. We recognise these duties are essential for achieving the five outcomes of the Every Child Matters framework, and that they reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

The overall objective of Jerry Clay Academy's Equality, Diversity and Cohesion Policy is to provide a framework for the academy to pursue its equality duties to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

The principles of this policy apply to all members of the extended Academy community – pupils, staff, governors, parents and community members. Partners and contractors are also expected to abide by the policy.

### **Equality, Diversity and Cohesion Statement**

We will not tolerate less favourable treatment of anyone on the grounds of gender, race, disability, sexual orientation, age, and religion or belief.

Through our Academy ethos, curriculum and community links, we will work towards

- a common vision
- a sense of belonging for all
- similar life opportunities for all
- strong and positive relationships between different communities
- Being the best we can be.

Through this Equality, Diversity and Cohesion Policy, Jerry Clay Academy seeks to ensure that no member of the Academy community, or any person through their contact with the Academy, receives less favourable treatment on any grounds which cannot be shown to be justified. This covers race, colour, nationality, ethnic or national origin, religion or belief, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, gender reassignment, age, trade union or political activities, socio-economic background, where the person lives, or, spent convictions.

Equality and Diversity is more than just meeting legal obligations, or targets. It's about making a difference to the lives of the people we serve, treating all people with dignity and respect, and recognising the value of each individual. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of children and young people in our Academy. We will make sure that our employment practices are fair and promote equality. We will actively value the wide variety of lifestyles and cultures, locally and nationally. We will prepare children and young people for living in a diverse society with increasing global connections and controversial issues.

We will ensure that the principles of this policy are reflected in all our policies, practices, procedures and services and are part of everything we do.

### **Academy Context**

Jerry Clay Academy is an average sized primary Academy. Almost all pupils are of White British heritage with a small number of children whose first language is not English. There are below average

proportions of pupils taking free Academy meals and who require additional support for learning difficulties and/or disabilities.

## **Guiding Principles**

These principles have been drawn from a specimen Academy policy for equalities prepared by the DfE and we at Jerry Clay Academy fully endorse and accept them.

### **Principle 1: All learners are of equal value**

All learners and potential learners are of equal value and benefit equally from Academy policies, practices and programmes, whatever their ability, background, gender or cultural identity.

### **Principle 2: Relevant differences are recognised**

Treating people equally can mean treating them differently. Policies, practices and programmes do not discriminate, but may be differentiated to take account of differences of life experience, outlook and background, and in the kinds of barrier and disadvantage which people may face.

### **Principle 3: We foster positive attitudes, relationships and a shared sense of belonging**

Policies and programmes promote positive attitudes and interactions mutual respect and good relations an absence of harassment or prejudice-related bullying between people of different ability, background, gender or cultural identity.

### **Principle 4: Staff recruitment, retention and development**

Policies and procedures benefit all employees and potential employees in recruitment, professional development and promotion. Steps are taken to positively promote equality, especially where there is evidence of inequality.

### **Principle 5: Current inequalities and barriers are addressed and reduced**

In addition to avoiding or minimising possible negative impacts of policies and programmes, we take opportunities to maximise positive impacts by addressing, reducing and removing inequalities and barriers that already exist between people of different ability, background, gender or cultural identity.

### **Principle 6: Policy development involves widespread consultation and involvement**

People affected by a policy or programme are consulted and involved in the design of new policies, and in the review of existing ones. Such consultation is both direct and through representative organisations, and is based on principles of transparency and accountability. It involves those who in the past have been excluded or disadvantaged, and who continue to face barriers:

### **Principle 7: Society as a whole benefits**

Policies and programmes benefit society as a whole, locally, nationally and internationally, by fostering greater cohesion and greater participation in public life of people of different ability, background, gender or cultural identity.

## **Equalities Legislation**

Our commitment is reinforced through our legal duty both as an employer and service provider. The legal duties come from a range of relevant equality legislation and associated codes of practice. Through this policy we are committed to complying with the general and specific duties, as well as codes of practice.

**Race**

The Race Relations Act (1976) and the Race Relations Amendment Act (2000) requires schools to take appropriate steps to promote race equality, eliminate unlawful race discrimination and promote good race relations. We have drawn up and will maintain an active Race Equality Scheme to meet these responsibilities.

**Disability**

The Disability Discrimination Act (1995 and 2005) places a positive duty on us to ensure that services provided by the Academy and its premises are accessible to disabled people, that we promote disability equality, eliminate discrimination and harassment and promote positive attitudes to encourage participation. In some situations this may mean treating disabled people more favourably. We have drawn up and will maintain an active Disability Equality Scheme, including an action plan, to meet these responsibilities.

**Gender**

The Sex Discrimination Act (1975) and the Equality Act (2006/2010) places a positive duty on us not to treat anyone unfairly because of their gender, this means to eliminate discrimination and promote equality of opportunity between girls and boys, men and women. We need to ensure that the needs of both sexes and transgender people are taken into account in our services and employment. We have drawn up and will maintain an active Gender Equality Scheme, including an action plan, to meet these responsibilities.

**Sexual Orientation**

All public bodies have responsibilities to promote equal opportunities in employment and vocational training on the grounds of sexual orientation through the Employment Equality (Sexual Orientation) Regulations 2003. The Equality Act 2006, extends the provision to service delivery, making it unlawful to discriminate in the provision of goods, services and facilities. We will ensure that we follow these regulations.

**Religion and Belief**

The Academy has responsibilities to promote equal opportunities in employment and vocational training on the grounds of religion and belief through the Employment Equality (Religion or Belief) Regulations 2003. The Equality Act 2006, extends the provision to service delivery, making it unlawful to discriminate in the provision of goods, services, facilities and public functions. This also includes lack of faith and people of no faith. We will ensure that we follow these regulations.

**Age**

The Academy has responsibilities to promote equal opportunities in employment and vocational training on the grounds of age, through the Age Discrimination Act 2006 and Age Discrimination Regulations. The provisions apply to all age groups. We will ensure that we follow these regulations.

**Community Cohesion**

The Education and Inspections Act 2006 places a responsibility on schools to promote community cohesion, locally, nationally and globally. We will do this through promoting a common vision, a commitment to equality and social justice, respecting people's different backgrounds and promoting positive relationships in the Academy and local neighbourhood. We recognise that the biggest influence on educational outcomes is social class and that this can also strongly affect community cohesion. We have programmes to 'close the gap' and to draw people together from different social backgrounds.

**Future legislation**

We will also welcome the contribution of future equalities legislation to provide equal opportunities for everyone.

## **Implementation**

We will ensure implementation through action in the following areas

**Relationships and ethos** – to foster behaviour based on rights, responsibilities and mutual respect between all members of the Academy community, to support pupils' personal development and well-being, to address all forms of prejudice related bullying.

**Equity and excellence** – to ensure equal opportunities for all to succeed at the highest possible level possible, removing barriers to access and participation in learning and wider activities and minimising variations in outcomes for different groups.

**Teaching, learning and curriculum** – to teach pupils to understand others, to promote common values and value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop the skills of participation and responsible action.

**Engagement and extended services** – to provide a means for children, young people and their families to interact with people from different backgrounds and build positive relations, including links with different Academy communities locally, across the country and internationally.

## **Monitoring, reviewing and assessing impact**

The Academy Development Plan ensures that schemes and action plans form an essential part of the Academy's action on equality. It includes targets determined by the governing body for, inclusion and equality in the Academy, promoting a cohesive community and equality in the workforce. It also ensures other Academy policies address equality issues.

This policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in tackling discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community.

Any pattern of inequality found as a result of impact assessments is used to inform future planning and decision-making.

A named member of staff and a named governor responsible for equality monitors specific outcomes (see roles and responsibilities) annually.

The Headteacher provides monitoring reports for review by the Governing Body. These include: Academy population, workforce recruitment, retention and progression, special initiatives, progress against Key Indicators and targets and future plans. Normally this is in the Headteacher report to Governors.

## **Roles and Responsibilities**

All who are associated with Jerry Clay Academy have a responsibility for promoting equality and inclusion, and avoiding unfair discrimination.

### **Our Governors are responsible for:**

- Making sure the Academy complies with all current equality legislation.
- Making sure this policy and its procedures are followed.
- Making sure that the Academy has up-to-date equality schemes and action plans.

**Our Headteacher is responsible for:**

- Making sure the policy is readily available and that the governors, staff, pupils and their parents know about it.
- Making sure its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.

**All our staff are responsible for:**

- Proactively following this policy and any associated guidelines.
- Providing role models for pupils through their own actions.
- Dealing with racist, sexist and homophobic incidents, and recognising and tackling other forms of bias and stereotyping.
- Promoting equality and good community relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins, gender, disability, religion or belief, sexual orientation or socio-economic circumstances.
- Keeping up to date with the law on discrimination and taking training and learning opportunities offered to them.

**All our pupils are responsible for:**

- Treating others kindly and fairly without prejudice, discrimination or harassment Attending and engaging in their own learning as well as helping other pupils to learn Telling staff about any prejudiced related incidents that occur.

**All our parents are responsible for:**

- Supporting our Academy in its implementation of this policy
- Following the Academy policy through their own behaviour
- Ensuring their children attend and engage in the learning
- Telling staff about any prejudice related incidents that occur.

**Visitors and contractors are responsible for:**

- Knowing and following our equality policy.

**Responsibility for overseeing equality practices** in the Academy lies with a named member of staff and a named governor. Responsibilities include:

- Coordinating and monitoring work on equality issues.(CE/AC)
- Dealing with and monitoring reports of harassment (including racist and homophobic incidents).(CE)
- Monitoring the progress and attainment of vulnerable groups of pupils (CE)
- Monitoring exclusion. (CE)

**Breaches of the Policy**

Breaches of this policy will be dealt with in the same ways that breaches of other Academy policies are dealt with, as determined by the Head Teacher and Governing Body. Anyone wishing to make a complaint will be advised to follow the Academy Complaints Procedure.

Racial incidents will be recorded and reported. Other prejudice driven behaviour will be recorded and reported following the procedures and guidelines established by the Equalities Unit of WCC.

**References to other documents, advice and guidance.**

Guidance and advice will be actively sought and used through utilising the information provided by WCC Human Resources on employment and staffing procedures.

## **Appendix 1      General and Specific Duties**

### **Race Equality: from the Race Relations Amendment Act 2000**

#### **General Duty**

Promote equality of opportunity  
Promote good relations between people of different racial groups  
Eliminate unlawful racial discrimination

#### **Specific Duties**

Prepare an equality policy and keep it up to date.  
Make arrangements to fulfil the policy through an action plan  
Assess the impact of our policies, on pupils, staff and parents of different groups, particularly the impact on pupils' attainment levels.  
Monitor the impact of policies on pupils, staff and parents and particularly on pupils' attainment levels.  
Publish, annually, the results of monitoring the policy.

### **Disability Equality: from the Disability Discrimination Act 2005 and other preceding legislation**

#### **General Duty**

Eliminate discrimination that is unlawful under the DDA  
Eliminate harassment related to disability  
Promote equality of opportunity between disabled people and other people  
Promote positive attitudes towards disabled people  
Encourage participation by disabled people in public life  
Take steps to meet disabled people's needs, even where that involves treating disabled people more favourably than other people.

#### **Specific Duties**

Make reasonable adjustments to resources and activities to avoid substantial disadvantage for disabled pupils  
Make improvements to the physical environment to increase access to education and associated services  
Increase access to the curriculum for disabled pupils  
Make written information accessible in a range of different ways for disabled pupils, where it is provided for pupils who are not disabled  
Provide auxiliary aids or services, such as equipment or personal support, for pupils with SEN

### **Gender Equality: from the Equality Act 2006**

#### **General Duty**

When carrying out their functions, to have due regard to the need to:  
eliminate unlawful sex discrimination and harassment  
promote equality of opportunity between females and males.

"Due regard" comprises two linked elements: proportionality and relevance. The weight given to gender equality should therefore be proportionate to its relevance to a particular function.

In terms of unlawful discrimination and harassment in employment and vocational training, the general duty also applies to people who intend to undergo, are undergoing or have undergone gender reassignment.

## **Specific duties**

To support progress in delivering the general duty, we accept specific duties which include the following activities:

Preparing and publishing a Gender Equality Scheme, showing how the Academy will meet its general and specific duties including setting out its gender equality objectives.

Formulating our overall objectives, to consider the need to include objectives to address the causes of any gender pay gap.

Gathering and using information on how the Academy's policies and practices affect gender equality in the workforce and in the delivery of services, in particular education functions.

Consulting stakeholders (ie pupils, parents, employees, others service users or potential service users, including trade unions) and taking account of relevant information in order to determine its gender equality objectives.

Assessing the impact of its current and proposed policies and practices on gender equality.

Implementing the actions set out in its scheme within three years, unless it is unreasonable or impractical to do so.

Reporting against the scheme every year and review the scheme at least every three years.

## **Sexual Orientation: from separate pieces of legislation 2003 – 08**

Within the regulations sexual orientation refers to lesbians and gay men, heterosexuals and bisexuals.

### **Duties**

To avoid all forms of discrimination, direct and indirect, in employment on the basis of sexual orientation

To avoid all forms of discrimination in service provision : Admissions, Teaching and Curriculum To avoid all forms of harassment on the grounds of sexual orientation.

To avoid all forms of victimisation because someone has made, or intends to make, a complaint.

## **Religion and Belief: from Employment Equality (Religion and Belief) Regulations 2003**

Within the Regulations religion or belief is defined as any religion, religious belief or similar philosophical belief. It does not include political beliefs.

### **Duties**

To avoid all forms of discrimination, direct and indirect, in employment on the basis of religion or belief.  
To avoid all forms of harassment on the grounds of religion or belief.

To avoid all forms of victimisation because someone has made, or intends to make, a complaint related to religion / belief discrimination.



## **Age: from the Employment Equality (Age) Regulations 2006**

These regulations apply to workers of all ages; it is unlawful to discriminate against young workers as well as older workers

### **Duties**

To avoid all forms of discrimination, direct and indirect, in employment on the basis of age.

To avoid all forms of harassment on the grounds of age.

To avoid all forms of harassment on the grounds of age.

To avoid all forms of victimisation because someone has made or intends to make a complaint related to age discrimination.

## **Appendix 2 Community Cohesion**

A **cohesive** community is one where:

- There is a common vision for all communities, an emphasis on articulating what binds communities together rather than what differences divide them, a sense of belonging, of identifying with the neighbourhood and of 'looking out for each other'.
- There is a commitment to equality and social justice.
- The diversity of people's different backgrounds and circumstances is appreciated, respected and protected, in order to support integration and cohesion in changing communities.
- People have similar life opportunities, irrespective of background.
- Everyone understands their rights and responsibilities and is encouraged to participate at all levels.
- Strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

The National Community Cohesion Standards are framed by four strategic aims:

1. Close the attainment and achievement gap.
2. Develop common values of citizenship based on dialogue, mutual respect and acceptance of diversity.
3. Contribute to building good community relations and challenge all types of discrimination and inequality.
4. Remove the barriers to access, participation, progression, attainment and achievement.

In order to achieve a **cohesive community**, we recognise that we need to :

- Promote understanding and engagement between communities.
- Encourage all children and families to feel part of the wider community.
- Understand the needs and hopes of all our communities.
- Tackle discrimination.
- Increase life opportunities for all.
- Ensure teaching and the curriculum addresses issues of diversity.

The staff and Governing Body review this policy annually.

Reviewed: September 2021

Review – September 2022