

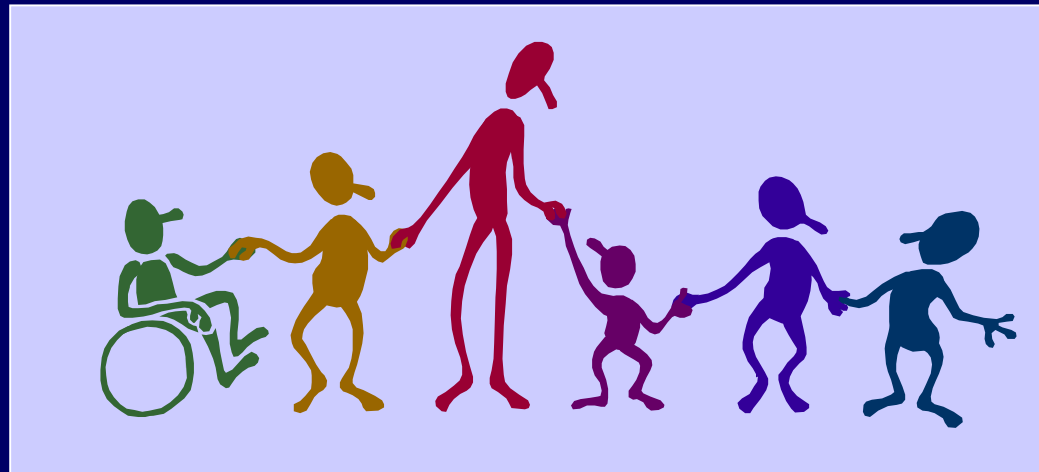


Supporting Schools to respond effectively to the requirements of Equality Legislation

A series of workshops led by Dr Christine Rose

Group activity

- What equality legislation are you aware of?



The legal duties

- Schools have a duty to promote race, disability and gender equality
- Schools have a duty to promote community cohesion



The legal duties

- Schools must also not discriminate on the grounds of sexual orientation, age and religion and belief
- Duties apply to staff, learners, and those who use the services of the organisation such as parents / carers

Benefits

Will help schools to

- create a diverse learning community where there is a shared commitment to value diversity and respect difference
- deliver more effective education, responsive to the needs of individual learners
- raise standards and achieve key outcomes, such as Every Child Matters, and personalised learning
- promote a greater knowledge and understanding of equality and human rights, to the benefit society at large



Promotional duties

- Different requirements, but similar in spirit and intention. Common requirements such as gathering and using information, reporting annually on progress
- Key differences
 - ◆ RED – train staff on duties, and must publish results of impact assessments
 - ◆ DED – involve disabled people in developing the scheme
 - ◆ GED – key objective is to tackle pay gap

Practical implications

Schools must have in place **either**

- Three-year policies, schemes and plans including
 - ◆ race equality policy and action plan,
 - ◆ accessibility plan
 - ◆ disability equality scheme and action plan
 - ◆ gender equality scheme and action plan
 - ◆ equal opportunities policy that covers sexual orientation, age and religion or belief
 - ◆ strategy for promoting community cohesion (in the form of a policy, plan, or working group for example) **Or**
- b) a three-year Single Equality Scheme and Action Plan that incorporates all the above policies, schemes and plans

The toolkit – how did it come about?

- Consultation with head teachers, senior staff, governors, HCC staff

The toolkit – what's in it?

- Overview of the toolkit
- Briefing for senior staff and governors
- SES framework
- Flowchart for developing a SES
- Governor's audit tool
- Summary requirements of equality legislation
- Set of answers to FAQs

What good practice can we share?

Consider

- Race equality
- Disability equality
- Gender equality
- Other equality areas, including community cohesion, sexual orientation, religion and belief



Where do we go from here?

- Senior staff might consider forming a working party to develop a Single Equality Scheme
- Governors might consider using the audit tool to help identify progress their school has already made, and further action necessary



Conclusions

- We have much to celebrate
- But we still have a way to go on our journey towards equality – there is no room for complacency
- Improving the experiences of specific groups of people often improves the experiences of everyone – all who work, learn or use the services of the school



Dr Christine Rose