

What schools must do to promote equality

- nominate a designated Equalities Co-ordinator
- make all staff, parents and pupils aware of the existence and content of the Single Equality Scheme, including the Corporate and Education Action Plans and have these available to all members of the school community
- record and report racist incidents
- produce a written annual report on the progress towards completion of the action points within the Single Equality, Education Action Plan
- consult stakeholders on the equality impact of existing and future policies.

Link to Corporate Equality documents
<http://www.dundecity.gov.uk/equanddiv/>

KEY CONTACTS

If you want more specific advice and guidance about equality and diversity in Dundee:

for disability, please contact

Elsbeth Walker - Support for Learning Manager

Tel: (01382) 433785

for race, please contact

Danny Webster - Quality Improvement Officer, Support for all Learners

Tel: (01382) 438072

for gender, please contact

Kerry Gethins - Advice, Conciliation and Information Officer

Tel: (01382) 433477

In our school the Equalities Co-ordinator is:



Education Department

**EQUALITY and DIVERSITY
Legislation**

**What do we need to
know and do?**

Information for staff and
parents



What do we need to know?

All our schools are firmly committed to equality and diversity.

Schools have a number of responsibilities and duties under legislation relating to equality and diversity. The Equality Act 2010 replaces the existing anti-discrimination laws with a single Act. It strengthens the law in important ways to help us tackle the discrimination and inequalities.

All Dundee schools, as a matter of course, do a great deal to promote a positive and welcoming culture and ensure that all children and young people in their care are safe and are supported to fulfil their potential.

Legislation requires schools both to avoid discrimination and to promote equality for pupils, staff and others using school facilities.



What is discrimination?

Under the law, there are different categories of discrimination, with differences in the legal framework surrounding them.

Direct discrimination - when one person is treated less favourably than others because of a special characteristic. This is unlawful with respect to all protected groups except, in rare circumstances.

Indirect discrimination - when something is applied equally to all but impacts differently on members of one or more protected group placing them at a disadvantage. This is unlawful unless it can be justified for reasons unrelated to the characteristic in question.

Victimisation - it is unlawful to treat a person less favourably because they have taken action in respect of discrimination.

Harassment - is unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them on the grounds of one of the relevant characteristics such as disability, gender or race. Sexual harassment or unfavourable treatment related to sexual harassment is also unlawful.

What can we do to promote equality?

- assess and monitor the impact of school policy and practice on protected equality groups.
- record and report racist incidents.
- promote equality of opportunity between disabled and other people
- promote equality of opportunity between boys and girls, men and women
- promote equality of opportunity and to promote good relations between persons of a different race and nationality
- eliminate discrimination and harassment and promote positive attitudes
- take steps to meet disabled people's needs, even if this requires more favourable treatment
- read and be familiar with Dundee City's Single Equality Scheme and the Education Action Plan within.
- ensure that all people are made welcome and are treated with equal value and respect in all establishments
- ensure that the images and attitudes displayed broaden understanding about equality and promote equality