



Equalities & Diversity Policy

1 OUR COMMITMENT

- 1.1 King James's School welcomes and celebrates diversity and the strengths this brings to our School and its community. King James's School aims to provide an excellent education, enabling everyone to fulfil their potential. To do this we must give everyone equal access to educational opportunities. Treating everyone the same does not necessarily give people equality of opportunity. Sometimes we need to treat different people in a different way to give them equal access to a service.

2 OUR RESPONSIBILITIES

- 2.1 The Equality Act 2010 states that we must not treat people unfairly because of age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called "protected characteristics".
- 2.2 As a School we must:
- stop unlawful discrimination, harassment and victimisation;
 - make sure that people have equality of opportunity whether or not they have a particular protected characteristic; and
 - build good relations between people who share a protected characteristic and those who don't.

3 MEETING OUR RESPONSIBILITIES

- 3.1 Everyone has a part to play to realise our vision for King James's to be an even better place for everyone to learn and to work. We will work with our communities and partners to achieve our vision.
- 3.2 As part of meeting our responsibilities we make the following commitments:
- We will treat staff, pupils and parents with dignity and respect.
 - We will develop our students, staff and Governors to help us meet our equality duties.
 - We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
 - When it will help us to improve our service and to understand how we are meeting our equality duties, we will ask questions about people's protected characteristics, including age, race, gender and disability. We will keep personal data confidential.
 - We will consider equality issues when we deliver our service. Our service plans will include any major equality actions that we plan to undertake. We will have at least one equality objective which will help us focus on some of the areas which we want to improve.
 - When we think about changing our service we will make sure that those making the decision know how the change could affect people with any of the protected characteristics. We will collect information about how people might be affected before making a decision. If the change might cause difficulties for people with a protected characteristic, we will do

our best to find ways to reduce this impact. If we can't then we should think carefully about whether we need to make the change to achieve a legitimate aim.

- We have a duty to make reasonable changes to the way we do things so that disabled people can use our services and work for us. We recognise that everyone is different and we will treat people as individuals.
- We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- We will recruit, select, train and promote staff fairly. We aim for the composition of our staff to match the composition of our communities. We will have clear systems for staff to complain if they are treated unfairly.
- We will make it clear to staff, pupils and parents how to complain if something goes wrong and we will respond quickly and efficiently. If legal action is intended or underway; complaints will be suspended until the legal process is resolved.
- If we find that anyone has broken our equality policy we will investigate and take disciplinary action if appropriate.
- We will monitor our equality actions through our usual reporting systems.
- We will publish information to show how we are meeting our equality duties.

4 KJS STATISTICS

4.1 Overall staff numbers:

	Total Post count	Full Time Equivalents
Teaching Staff	124	75
Non-Teaching Staff	140	34
Total	264	109

4.2 Gender:

	Female		Male	
	Nos	%	Nos	%
Teaching Staff	84	68	40	32
Non-Teaching Staff	106	76	34	24
total	190	72	74	28

The Local Government Demographics Survey 2010 reported that the male/female split in Local Authorities was 25% male/75% female.

4.3 Ethnicity:

	Majority (White/Irish/White Other)	Minority (BME)	Unknown	% Minority (BME) of Known
Teaching Staff	120	2	2	1.66
Non-Teaching Staff	136	1	3	0.74
Total	256	3	5	1.20

According to the 2001 Census 1.12% of the economically active population of North Yorkshire comes from a BME background.

4.4 Disability:

	Disability	No Disability	Unknown	% Disability
Teaching Staff	2	108	14	1.62%
Non-Teaching Staff	2	126	12	1.43%
Total	4	234	26	1.52%

An annual survey indicated that the percentage of employees within the Authority was 1.08% (March 2015). It is known that there is level of under-recording of disabled status and NYCC is constantly looking at ways to encourage employees to be more open about disability.

4.5 **Age:**

The average age of the workforce is 46. The table below gives a breakdown of the workforce by age groups:

	Up to 25	26 to 35	36 to 45	46 to 55	56 to 65	66+
Teaching Staff	5	24	44	40	11	0
Non-Teaching Staff	4	20	24	47	35	10
Total	9	44	68	87	46	10

4.6 **Pregnancy & Maternity:**

	Nos taking maternity leave	% returning to work
Teaching Staff	5	100%
Non-Teaching Staff	1	0%
Total	6	83.4%