

# Bay Learning Academy CIC

## Equality and Diversity Policy 2024 - 2025

### **1 Statement of Policy**

Bay Learning Academy CIC is committed to creating an environment which will promote equality of opportunity for all members of its community including students, staff, parents/carers and others working in partnership with it.

### **2 Background**

- 2.1 This policy will set out how the Academy will meet and respond to its responsibilities under the Equality Act 2010.

### **3 Requirements: The Public Sector Equality Duty**

- 3.1 The Public Sector Equality Duty came into force on 6 April 2011 and replaced the separate duties relating to race, disability and gender equality

- 3.2 As an organisation working with young people, we wish to comply with the Public Sector Equality duty, set out in section 149 of the Equality Act 2010, and in line with its ethos of excellence and opportunity for all its students and staff, the Academy will have due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

- 3.3 The Equality Act 2010 states that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

(EHRC, *The Essential Guide to the Public Sector Equality Duty*, 2011, p9).

### **4 Protected Characteristics**

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4.1 The Public Sector Equality duty covers the following eight protected characteristics:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

4.2 The Academy will ensure that in all its policies, practices and development these are considered in terms of the impact of these policies, practice and development, to ensure that discrimination against them is eliminated and good relations and equality of opportunity between people of these protected characteristics and no characteristic is fostered and developed.

## **5 Setting Equality Objectives**

5.1 The Academy will consider evidence of equality issues across all its functions when setting, monitoring and reviewing its Equality Objectives.

5.2 The Academy will consider issues affecting people sharing each of the protected characteristics.

5.3 The Academy will give regard to each of the three aims of the Equality Duty.

5.4 Equality objectives will be specific and set out how progress will be measured.

5.5 Equality objectives and progress against them will be published on the Academy website and available in alternative formats where reasonable adjustment is needed to allow access to them by a stakeholder.

## **6 Responsibilities**

6.1 The Director/s are responsible for ensuring compliance with this policy.

6.2 The Principal is responsible for:

- Providing accurate and appropriate information to the Board of Directors
- Making sure that steps are taken to address the Academy's stated equality objectives
- Ensuring that equality and access plans are readily available and that

the Directors, staff, students, parents and carers know about them

- Providing regular information for staff and Directors about progress against stated equality objectives
- Making sure that all staff understand their responsibilities and receive training and support to carry these out
- Taking appropriate action in cases of discrimination, harassment and victimisation

### 6.3 All staff are responsible for:

- Eliminating discrimination and other conduct that is prohibited by the Act
- Advancing equality of opportunity between those who share a protected characteristic and those who do not share it
- Fostering good relations across all characteristics – between those who share a protected characteristic and those who do not share it
- Visitors and contractors are responsible for following this and other relevant policies