



## Equalities in Education Policy

<b>Document Purpose</b>	Ensuring equal opportunities and promoting equity in education across all Government of Jersey schools and colleges
<b>Author</b>	Head of School Improvement and Advisory Service
<b>Publication Date</b>	March 2025
<b>Target Audience</b>	All CYPES staff, trainees, schools and educational settings
<b>Circulation List</b>	All CYPES staff, trainees, schools and educational settings
<b>Description</b>	<p>This policy recognises our duty to remove discrimination, advance equality of opportunity and foster good relations, by integrating equality into core priorities and functions across CYPES and all the government's educational settings.</p> <p>All Government of Jersey (GoJ) school employees are covered by the GoJ Equality and Diversity Policy. This Equalities in Education Policy identifies employees and volunteers' responsibilities in the education and management of children and young people in schools and educational settings.</p> <p>This policy serves as the overarching document to a linked guidance (Trans Inclusion Guidance (Non-statutory guidance for schools and educational settings in Jersey))</p>
<b>Linked Policies</b>	<p><a href="#">The Discrimination (Jersey) Law 2013</a></p> <p><a href="#">Government of Jersey Equality and Diversity Policy 2018</a></p> <p><a href="#">Trans Inclusion Guidance (Non-statutory guidance for schools and educational settings in Jersey)</a></p> <p><a href="#">Children and Young People (Jersey) Law 2022</a></p> <p><a href="#">Keeping Children Safe in Education</a></p> <p><a href="#">United Nations Conventions on the Rights of the Child (UNCRC)</a></p> <p><a href="#">CYPES Inclusion Charter</a></p>

<b>Approval Route</b>	CYPES Executive Leadership Team CYPES Ministerial Team
<b>Review Date</b>	March 2026
<b>Contact Details</b>	Head of School Improvement and Advisory Service

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## 1. Overview

This policy has been developed and designed to help all officers and employees within the Department for Children, Young People, Education and Skills (CYPES), including all schools and colleges, meet their responsibilities to promote equality of opportunity under the [Discrimination \(Jersey\) Law 2013](#).

## 2. Scope

This policy supports CYPES staff within schools and colleges to meet our obligations by having due regard for the need to:

- eliminate discrimination and other conduct that is prohibited by the [Discrimination \(Jersey\) Law 2013](#).
- advance equality of opportunity and promote equity 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.

CYPES seeks to promote respect for difference and diversity in accordance with our values, and vision:

We want to build an inclusive Jersey for all children and young people that embraces diversity and make sure they:

- feel valued, respected and supported
- are safe and treated fairly
- feel welcomed into education, learning and other services for children and young people
- can develop their full learning, emotional, social, and physical capabilities
- are well prepared to take their place in the community

## 3. Responsibilities and Distribution

### ***Executive Leadership Team***

CYPES Executive Leadership Team is responsible for the approval of this policy. In addition, they will:

- ensure that the equality information and aims as set out in this policy are published and communicated throughout the organisation.
  - Support all educational settings to produce and publish their own locally contextualised version of this policy.
- ensure that this policy is reviewed and updated in line with requirements.
- identify and meet with designated members of staff for equality to discuss any issues and how these are being addressed across all aspects of our provision.
- ensure staff are familiar with all relevant legislation and the contents of this document.
- attend appropriate equality and diversity training.

- report back to Ministers regarding any issues.

### **All CYPES staff**

Everyone is responsible for:

- actively promoting equality of opportunity in all areas.
- ensuring that staff, children and young people know their rights, and respect the rights of others.
- aim to ensure that prejudice or discrimination in all its forms is actively rejected.
- raise awareness of equality issues for all members of the community.
- establish strategies to ensure equal access to the provision and enable each individual to fulfil their potential regardless of their age, disability, gender reassignment, marital status / civil partnership, pregnancy or maternity, race, religion, sex, or sexual orientation.
- keep up to date with equality legislation, development and issues by attending relevant training and accessing information from appropriate sources.

## **4. Policy and Standards**

### ***Protected Characteristics***

The [Discrimination \(Jersey\) Law 2013](#) defines seven protected characteristics:

- Age (as an employer but not applicable to children)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Sex
- Sexual orientation

[The Government of Jersey Equality and Diversity Policy](#), in line with the UK's Equality Act 2010, includes two additional protected characteristics;

- Marriage and Civil Partnerships
- Religion or belief

### ***Eliminating discrimination***

CYPES is aware of its obligations under the legislation and guidance (as outlined in section 5 below). Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

All CYPES staff are regularly reminded of their responsibilities under Jersey law – for example, during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on equal opportunities and promoting equity as part of their induction, and all staff should receive refresher training. Equality, diversity and inclusion training takes many forms such as face to face courses, staff meetings and online courses.

### ***Advancing equality of opportunity***

CYPES will advance equality of opportunity by:

- removing or minimising disadvantages suffered by people that are connected to particular characteristic(s) they have.
- taking steps to meet the particular needs of people who have a particular characteristic.

### ***Fostering good relations***

CYPES will foster good relations between those who share a protected characteristic and those who do not share it by:

- promoting tolerance, respect, friendship and understanding of a range of religions and cultures.
- working with our local community and all stakeholders showing awareness, respect and sensitivity to all protected characteristics.
- encouraging and implementing initiatives to deal with tensions between different groups represented in our Jersey communities.

### ***Equality considerations in decision-making***

CYPES ensures it has due regard to equality considerations whenever significant decisions are made. It will always consider the impact of significant decisions on particular groups of individuals. For example, when training or activities are being planned, within our communications and when new policies are developed.

## **5. Legislation and guidance**

This document meets the requirements under the following legislation:

- [Discrimination \(Jersey\) Law 2013](#), which protects people from discrimination and outlines the protected characteristics.
- [Children and Young People \(Jersey\) Law 2022](#) which makes provision to promote and support the wellbeing, and safeguard the welfare, of children and young people. [Children and Young People Jersey Law 2022 Statutory Guidance](#).
- [United Nations Conventions on the Rights of the Child \(UNCRC\)](#). This legally binding agreement was adopted by Jersey in 2014 when the Government of Jersey asked for the UK's ratification to be extended to the Island. This Equality Policy is written in line with the [UNCRC](#) particularly in its aims to support the underlying principles of articles 2, 3, 6 and 12. Through this policy we seek to ensure all children are supported in their education in respect to their dignity and their rights in line with the principles of articles 28 and 29.

This document is also reflective of our commitment and actions taken in line with the following guidance:

- [Government of Jersey Equality and Diversity Policy 2018](#) which states everyone, regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy, maternity, race, religion or belief, sex or sexual orientation can expect to be treated with dignity and respect whether they are employees, service users, customers, clients, visitors, volunteers or contractors.



- Jersey's [Keeping Children Safe in Education](#) guidance for all staff and governors in schools.
- The [Government of Jersey's vision for Inclusive Education](#).
- [The Violence Against Women and Girls \(VAWG\) Taskforce report](#) 2022 This report is the outcome of research undertaken to better understand the nature, extent, and experiences of VAWG in Jersey. It provides recommendations for the government and other key stakeholders.
- The [Jersey School Review Framework Handbook](#)
- [CYPES's published policies](#) In particular:
  - CYPES school admissions policies
  - School Attendance Policy
  - Sex and Relationships Education Policy
  - Positive Behaviour & Exclusions Policy
  - Part Time Timetables Policy
  - Special Educational Needs Code of Practice
  - Special Educational Needs Policy

## Change History

Version	Date Issued	Issued by	Reason for Change
0.1	March 2025	School Improvement and Advisory Service (SIAS) within CYPES	First Publication
			Review
			Update

## Approval

Presented To	Approval Date
CYPES Ministerial Team	March 2025
CYPES Executive Leadership Team	December 2024