



THE CHURCH  
OF ENGLAND  
DIOCESE OF DURHAM  
DIOCESE OF NEWCASTLE

Joint Education Team LLP  
(acting on behalf of the Newcastle Diocesan  
Education Board and the Durham Diocesan  
Board of Education (the Members))

## Equal opportunities statement and Policy

We are committed to fostering an inclusive and equitable environment for all individuals. Our commitment is rooted in the belief that every person is created in the image of God, as stated in Genesis 1:26-27: "Then God said, 'Let us make mankind in our image, in our likeness...' So, God created mankind in his own image, in the image of God he created them; male and female he created them." This foundational belief underscores the inherent dignity and worth of every individual, regardless of their background or identity.

In alignment with Galatians 3:26-28, we affirm that "in Christ Jesus you are all children of God through faith... There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus." This passage highlights our commitment to equality and unity, transcending all forms of discrimination and division.

Furthermore, Ephesians 2:14-16 reminds us that Christ "has made the two groups one and has destroyed the barrier, the dividing wall of hostility... His purpose was to create in himself one new humanity out of the two, thus making peace, and in one body to reconcile both of them to God through the cross." This scripture reinforces our dedication to breaking down barriers and promoting reconciliation and peace within our community.

Therefore, we pledge to uphold these values by ensuring equal opportunities for all, fostering a culture of respect, and actively working against discrimination in any form. We believe that by embracing diversity and promoting inclusivity, we can create a stronger, more harmonious community for everyone to flourish.

This document describes how the JET LLP aims to:-

- Eliminate discrimination.
- Foster good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, trustee, committee member, governor, local governor, supplier or any member of our schools' community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

We aim to promote and support Church School education with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for all. The JET LLP is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

We believe that a greater level of success from all who work within or with the JET LLP can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the JET LLP and we seek to achieve this by:-

- Being respectful.
- Always treating all we work with fairly
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we expect discrimination of any form to be dealt with the utmost severity. When an incident is reported, we are committed to ensuring that appropriate action is taken and a resolution is put into place.

In line with the Equal Opportunities Policy in the Staff Handbook, The JET LLP employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

### **Equality and Dignity in the Workplace**

In line with the Equal Opportunities policy in the Staff Handbook, we do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all. All staff members are obliged to act in accordance with the Staff Handbook and its policies on Equality.

The JET LLP Staff Handbook contains the JET Equal Opportunities Policy and an extract copy is attached at appendix 1.

## Appendix 1- Equal Opportunity Policy (Extract from JET LLP Staff Handbook)

### Equal Opportunity Policy

The JET LLP is committed to the principle of equal opportunity in employment and the workplace. This policy is non-contractual and does not form part of your terms and conditions of employment. It may be amended at any time at the sole discretion of the JET LLP.

- 4.12.1 This policy also applies to consultants and agencies working with us.
- 4.12.2 Accordingly, management will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or member of staff receiving less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, disability, trade union membership or non-membership, sex, pregnancy/maternity, sexual orientation, gender re-assignment, civil partnership, marital status, age, or being a part-time or fixed term or temporary worker. (Note that this paragraph should be read in conjunction with the below). The JET LLP's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.
- 4.12.3 Management has the primary responsibility for successfully meeting these objectives by:
  - 4.12.3.1 not discriminating in the course of employment against staff or job applicants (except where a genuine occupational requirement applies as set out in 27.3 below)
  - 4.12.3.2 no inducing or attempting to induce others to practice unlawful discrimination; and
  - 4.12.3.3 bringing to the attention of staff that they will be subject to action under the Disciplinary and Dismissal Procedure for discrimination of any kind,
- 4.12.4 **You can contribute by:**
  - 4.12.4.1 not discriminating against fellow members of staff, partners, governors, schools, pupils, clergy, suppliers or members of the public with whom you come into contact during the course of your duties
  - 4.12.4.2 not inducing or attempting to induce others to practise unlawful discrimination; and
  - 4.12.4.3 reporting any discriminatory action to your Manager.
- 4.12.5 The successful achievement of these objectives necessitates a contribution from everyone and you have an obligation to report any act of discrimination known to you.
- 4.12.6 We will not tolerate acts which breach this policy and all instances of behaviour or alleged behaviour will be taken seriously, fully investigated and may be subject to our disciplinary procedures.
- 4.12.7 If you consider that you are a victim of unlawful discrimination you may raise the issue through the Grievance Procedure.