

Contact

Parent Carer Forums EDI Policy

**Building welcoming, inclusive community
representation in Parent Carer Forums**



Inclusion and Cohesion Specialist

- 15 yrs experience Building Sustainable Communities
- Designed and delivered Diversity & Inclusion (D&I) training for public sector organisations
- Designed and delivered the Anti-Hate Crime Ambassador Program in schools
- Acted as strategic D&I lead whilst in post as Sustainable Communities Manager
- Founder of BCohCo Ltd



**Katie
Donovan-
Adekanmbi**

Learning Together

- A 'brave' space
- Have a discussion
- Share ideas
- Ask questions
- Trigger Warning
- Taking care of yourself



**Please turn off your mics and
avoid any other distractions**

What we'll consider

- Equality, Diversity and Inclusion - Definition
- The new Equalities Policy @ Contact
- The Pyramid Activity
- The Equalities Act 2010



Poll

Does your Parent Carer Forum currently have an EDI policy?

- 1. **Yes**
- 2. **Not Sure**
- 3. **No**



Equality

... is the right of all human beings to be equal in dignity, to be treated with respect and consideration and to participate on an equal basis with others in any area of economic, social, political, cultural or civil life

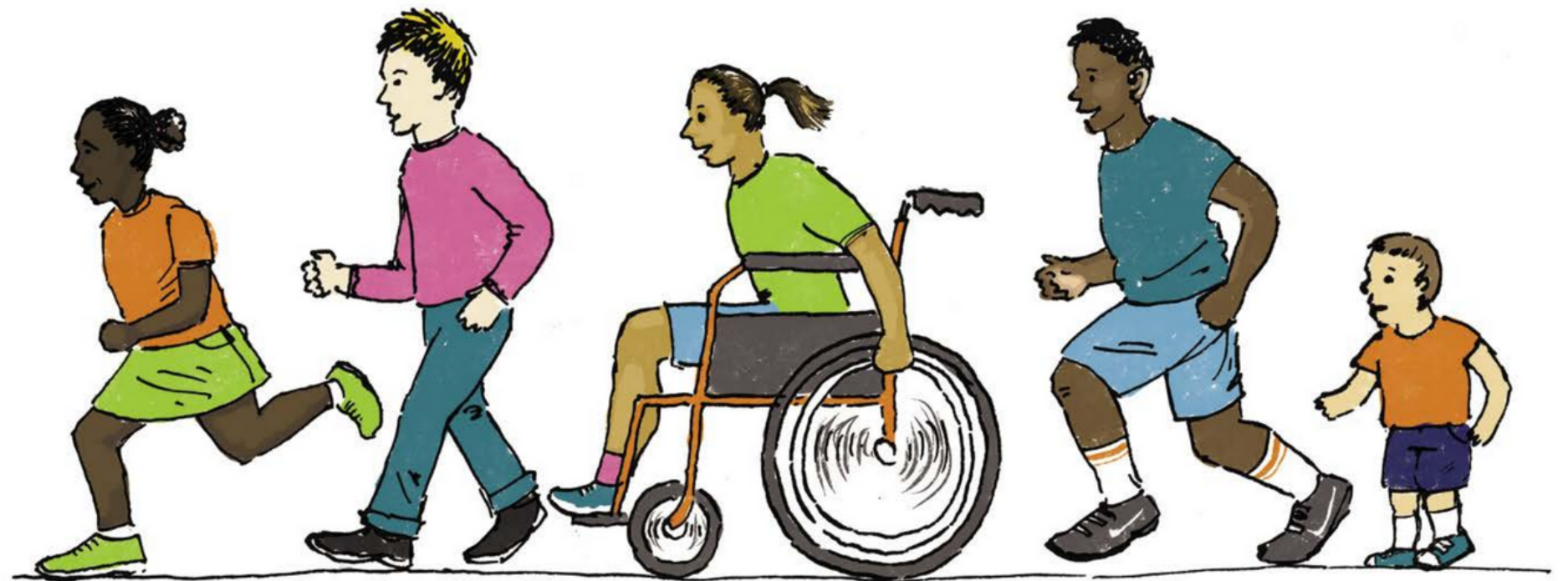
www.oecd.org



Diversity

... is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets to the groups and organisations with which they interact.

<https://frshrm.shrm.org/diversity>



Inclusion

“the act of including; the state of being included”

Merriam-Webster

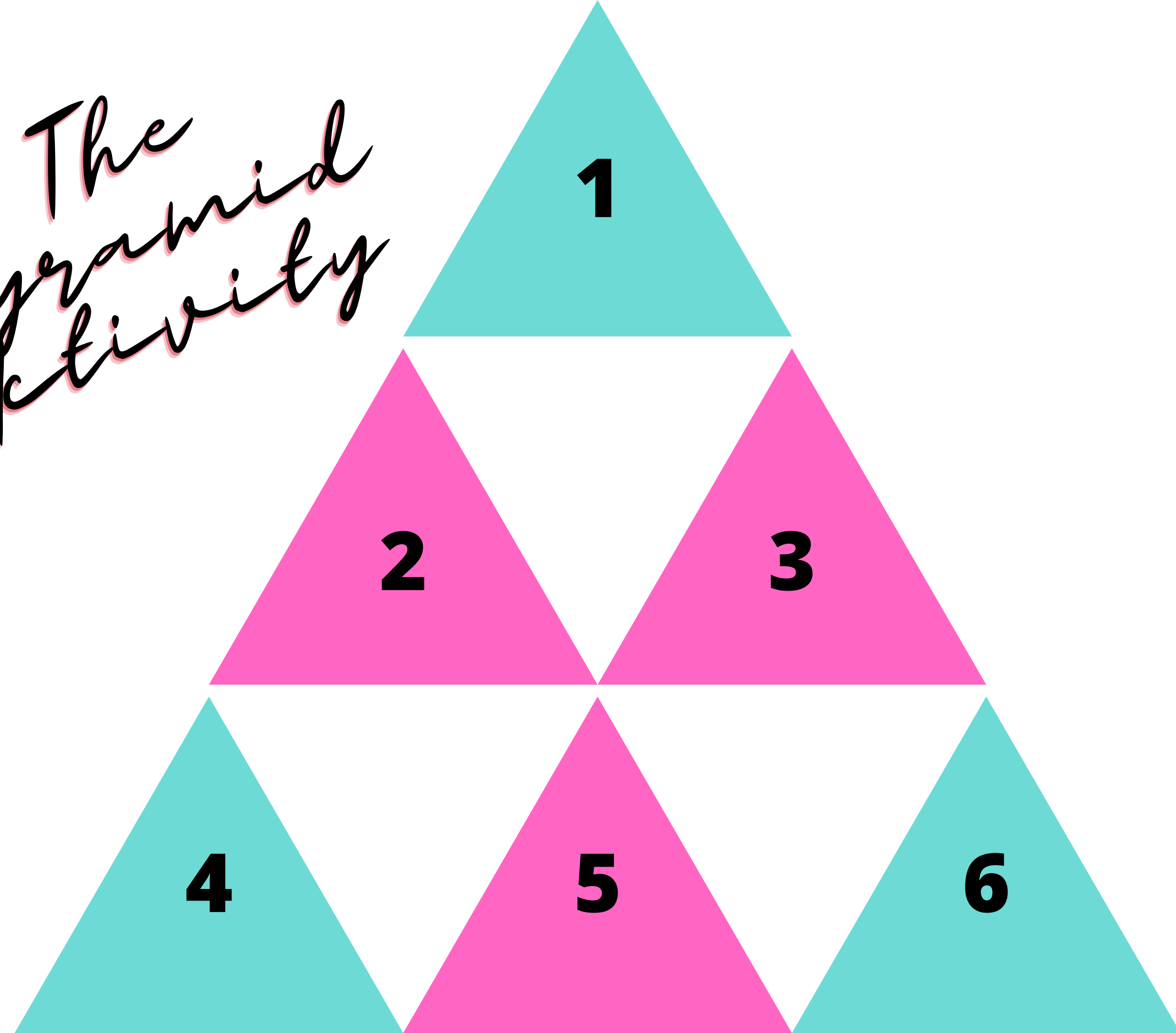


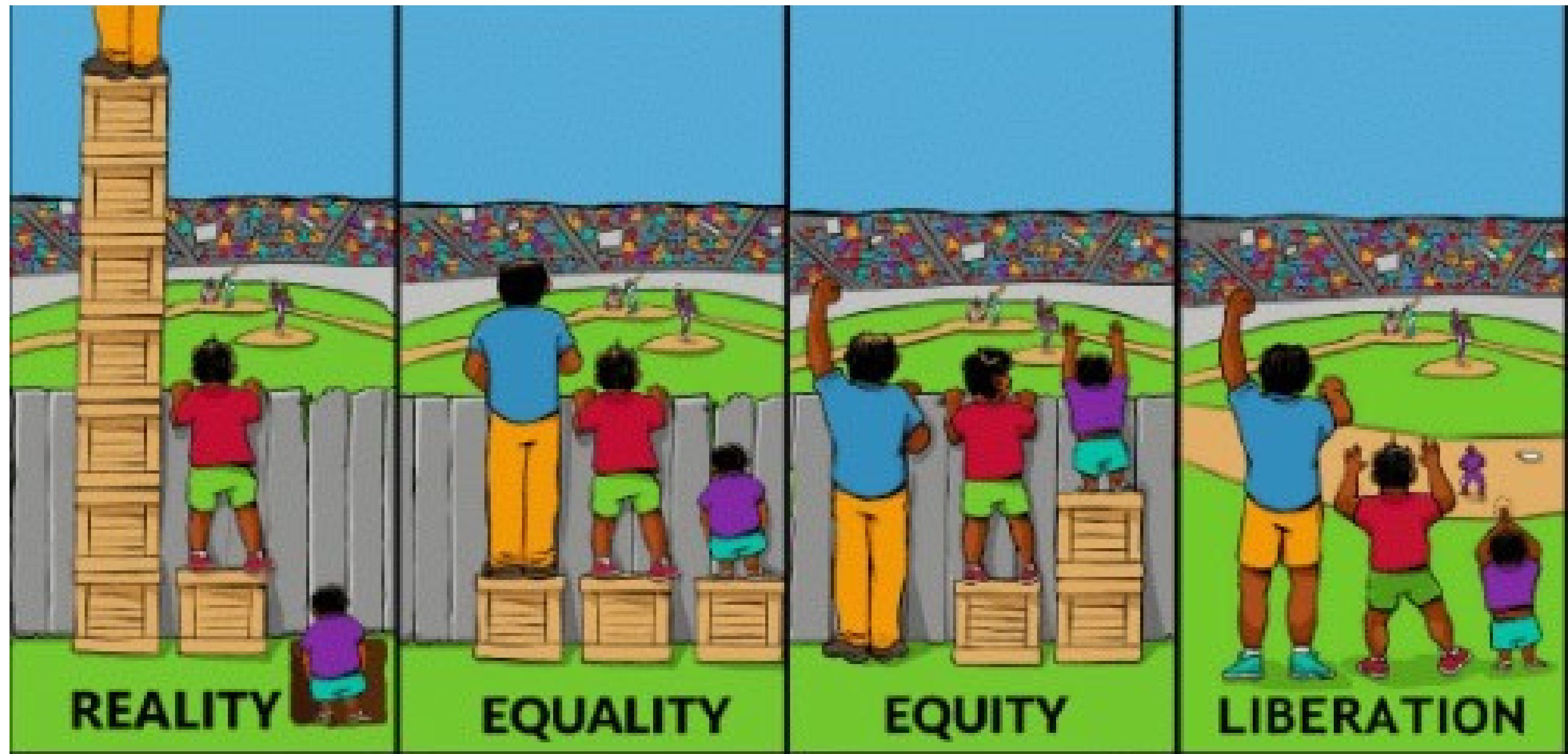
The new Equalities Policy @ Contact





The Pyramid Activity





<https://me.me/i/reality-equality-equity-liberation-equity-in-education>

Maslows Hierarchy of Needs...



Poll

Does Bias exist at your Parent Carer Forum?

- 1. **Yes**
- 2. **Not Sure**
- 3. **No**



The Equalities Act 2010 Overview

9 Protected Characteristics

7 Prohibited Conducts

5 Permitted Channels

3 Public Compliances

1 Equalities Act

The Equalities Act: 9 Protected Characteristics

1.

2.

3.

4.

5.

6.

7.

8.

9.

The Equalities Act 2010: 9 Protected Characteristics

1. Age



2. Disability



3. Gender Reassignment



4. Marriage and Civil Partnership



5. Pregnancy and Maternity



6. Race



7. Religion and Belief



8. Sex



9. Sexual Orientation



The Equalities Act 2010 - 7 Prohibited (unlawful) conducts are:

Direct Discrimination
incl.
Assoc/perception

Indirect
Discrimination

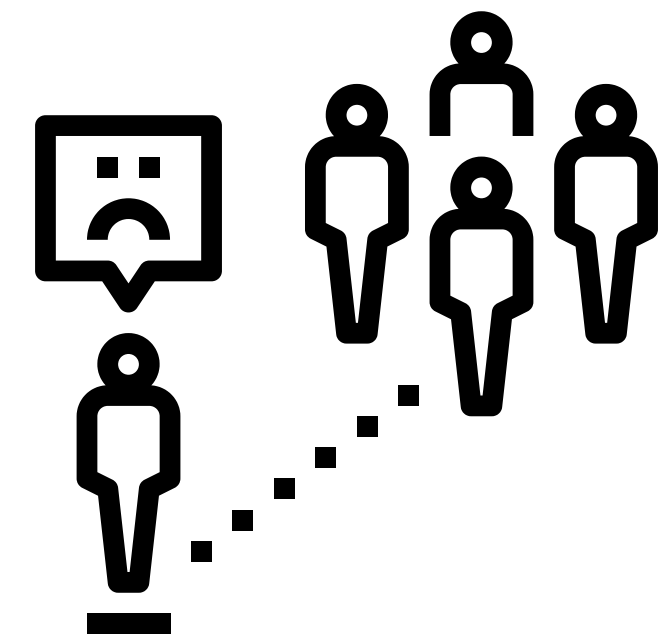
Discrimination
arising from
Disability

Discrimination arising
from Gender
Reassignment/absence
from work

Discrimination arising
from Pregnancy and
Maternity

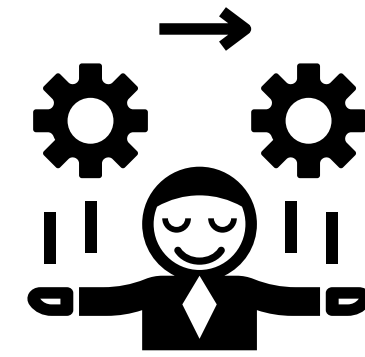
Harassment

Victimisation



**The Equalities
Act 2010 -
Permitted
channels to
further
Diversity are:**

1 Positive action - General



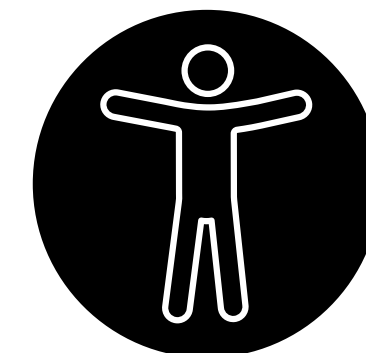
2 Positive action - Political parties

**3 More favourable treatment -
Disability**



4 Occupational requirements

**5 Reasonable Adjustments -
Disability/Environment**



The Equalities Act 2010 - 3 Public Compliance - The public sector equality duty is:-

Eliminating
prohibited
Conduct -
Breaking down
barriers

Advancing
equality of
opportunity -
Creating an even
playing field

Fostering good
relations -
Celebrating
diversity

The Equalities Act 2010 Overview

9 Protected Characteristics

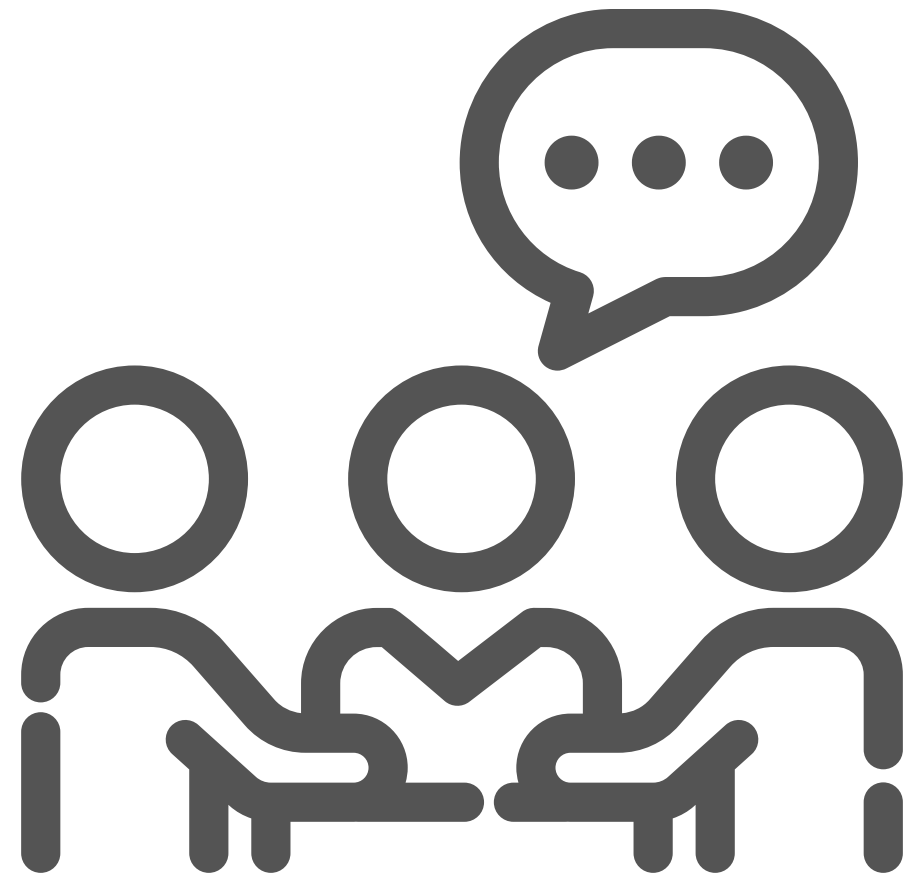
7 Prohibited Conducts

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1 Equalities Act

Lets Talk...



The Pledge



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id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAAAAAZAAKQy
o3dUQ1ICOU82WDhUSzZYN05GWUwyS1Y1V1VYWi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=DQSIkWdsW0yxEjajBLZtrQAAAAAAAAAAAAAAZAAKQyo3dUQ1ICOU82WDhUSzZYN05GWUwyS1Y1V1VYWi4u)

Signposting - EDI Training

- **BCohCo Ltd** - www.Bcohco.com
- **Diversity Trust** - <https://www.diversitytrust.org.uk/>
- **EW Group** - (Equality Works) - <https://theewgroup.com/>
- **Diverse Matters** - <https://www.diversematters.co.uk/our-services/equality-diversity-and-inclusion-training>
- **High Speed Training** - <https://www.highspeedtraining.co.uk/>
- **Diversiti** - <https://diversiti.uk/>
- **Include Me TOO** - <https://includemetoo.org.uk/>

