

Equal Opportunities and Diversity Policy for Members of Staff

Policy Code:	HR8A
Policy Start Date:	July 2020
Policy Review Date:	July 2023

Please read this policy in conjunction with the policies listed below:

- TL1 Access to Fair Assessment Policy
- SW6 Anti-Bullying Policy
- SW9 Parental Communications and Complaints Policy
- HR4 Recruitment and Selection Policy
- HR12 Disciplinary Policy
- Equality Act 2010
- HR8B Equal Opportunities for Students, Parents/Carers

1. Policy Statement

- 1.1 The Priory Federation of Academies Trust (The Trust) will adhere to the requirements of the Equality Act 2010 by not discriminating against students, members of staff, volunteers or anyone involved in external agencies with which the organisation may be working with on the grounds of;
- age;
 - disability;
 - gender identity;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race;
 - religion or belief;
 - gender;
 - sexual orientation.
- 1.2 All members of staff have a duty to act in accordance with this policy and treat colleagues with dignity at all times, and not discriminate against or harass other members of staff, regardless of their status.
- 1.3 The Trust is opposed to all forms of discrimination and committed to ensuring all young people, applicants and members of staff are respected and treated fairly at all times. In addition, there will be no ill-treatment of students due to the behaviour of their parents and/or siblings.
- 1.4 All Trust members of staff will abide by the Equality Act 2010 in the appointment and promotion of staff.
- 1.5 When recruiting staff, the applicant will be asked if they have a disability, however this information will be withheld from the shortlisting panel. This information is to ensure that any reasonable adjustments are made during the interview process. A full health-questionnaire related questions will not be asked until after a job offer is made, and for support purposes only.

1.6 The Trust has a responsibility to promote good relationships and mutual respect. It is expected that every person in the organisation will make a positive contribution to this policy, namely:

- All members of staff whether paid or voluntary
- All visitors to The Priory Federation of Academies
- All students at The Priory Federation of Academies

In addition, The Trust will:

- Ensure that the services it provides are accessible to all and endeavour to positively encourage and benefit people from disadvantaged groups.
- Supply specialist aids and facilities to enable disabled people.
- Monitor any issues that arise within the organisation and take appropriate action, fully supporting any person in the organisation who is faced with prejudice or ill treatment.
- Undertake an annual evaluation process to ensure that the policy is clear, in keeping with current legislation and being adhered to.
- Treat seriously any breaches of this policy, regarding them as misconduct, which may lead to disciplinary proceedings.

1.7 This policy does not form part of any employee's contract of employment and it may be amended at any time.

1.8 References to the Trust or Academy within this policy specifically include all Primary, Secondary and Special Educational Needs academies within the Trust, as well as the Early Years setting at the Priory Witham Academy, Priory Training, Priory Apprenticeships, Lincolnshire Teaching School Alliance and Lincolnshire Teaching School Alliance SCITT.

1.9 The Trust is committed to leading a mentally healthy organisation, which includes a commitment to and promotion of emotional wellbeing and mental health. Therefore, all Trust policies and procedures ensure this commitment is incorporated in order to support all staff and students. Members of staff are encouraged to speak to their line managers, and students are encouraged to speak to any member of staff, if they feel any part of this policy would affect their emotional wellbeing and mental health. Any such comments should be passed to the Trust's HR department (via FederationHR@prioryacademies.co.uk) for appropriate consideration at the next available point in the policy review cycle.

2. Roles, Responsibilities and Implementation

- 2.1 The Pay, Performance and HR committee has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework. This committee delegates day-to-day responsibility for operating the policy and ensuring its maintenance and review to the Human Resources Director.
- 2.2 Managers have a specific responsibility to ensure the fair application of this policy and all members of staff are responsible for supporting colleagues and ensuring its success.

3. Aim

- 3.1 This policy describes the way in which The Trust is committed to meet the requirements of the Equality Act 2010. This Act replaced all previous equality legislation such as the Race Relations Act, the Disability Discrimination Act and the Sex Discrimination Act. The policy will be applied to all members of staff and students, as well as any volunteers working in the school.
- 3.2 This policy sets out our approach to equal opportunities and the avoidance of discrimination at work. It applies to all aspects of employment with us, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures, and termination of employment.
- 3.3 This policy covers all members of staff, officers, consultants, contractors, volunteers, casual workers and agency workers. For a policy in relation to students and parents/carers please consider the Equal Opportunities and Diversity Policy for Students and parents/carers.

3.4 This policy does not form part of any member of staff's contract of employment and The Trust may amend it at any time.

4 Discrimination

4.1 Members of staff must not unlawfully discriminate against or harass other people including current and former members of staff, students, parents/carers, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts, or when wearing a Trust issued lanyard, and on work-related trips or events including social events.

4.2 The following forms of discrimination are prohibited under this policy and are unlawful:

- **Direct Discrimination:** treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious view or sexual orientation.
- **Indirect Discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

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- Discrimination by association: where an individual can bring a discrimination claim based not on a characteristic of their own but on a protected characteristic of another person.

5 Recruitment and Selection

- 5.1 Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination. Shortlisting will be done by more than one person and with the involvement of the Human Resources Director, where possible. The Trust's recruitment procedures are reviewed on a regular basis to ensure that individuals are treated on the basis of their relevant merits and abilities.
- 5.2 Vacancies will generally be advertised to a diverse section of the labour market. Advertisements will avoid stereotyping or using wording that may discourage particular groups from applying.
- 5.3 The Trust takes steps to ensure that vacancies are advertised to a diverse labour market (and where relevant, to particular groups that have been identified as disadvantaged or unrepresented in the organisation). (Where appropriate, the Human Resources Director may approve the use of lawful exemptions to recruit someone with a particular Protected Characteristic, for example where the job can only be done by a woman. The advertisement should specify the exemption that applies).
- 5.4 Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a Protected Characteristic. For example, applicants will not be asked whether they are pregnant or planning to have children.
- 5.5 Job applicants will not be asked about health or disability before a job offer is made. There are limited exceptions which will only be used with the approval of the Human Resources Director. For example:
- Questions necessary to establish whether an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).

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- Questions to establish whether an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment.
 - Positive action to recruit disabled persons.
 - Equal opportunities monitoring (which will not form part of the selection or decision-making process).
 - Where necessary, job offers can be made conditional.
- 5.6 We are required by law to ensure that all members of staff are entitled to work in the UK. Assumptions about immigration status will not be made based on appearance or apparent nationality. All prospective members of staff, regardless of nationality, must be able to produce original documents (such as a passport) before employment starts, to satisfy current immigration legislation. The list of acceptable documents are available from the Human Resources Director.
- 5.7 To ensure that this policy is operating effectively, and to identify groups that may be under-represented or disadvantaged, the Trust monitors applicant's ethnic group, gender, disability, sexual orientation, religion and age as part of the recruitment procedure. Provision of this information is voluntary and it will not adversely affect individual's chances of recruitment or any other decision related to their employment. The information is removed from applications before shortlisting, and kept in an anonymised format solely for the purposes stated in this policy. Analysing this data helps the Trust take appropriate steps to avoid discrimination and improve equality and diversity.
- 5.8 The Trust's Equality Working group will review all practices on a regular basis to ensure that there is no intentional or unintentional discrimination within the recruitment process.
- 6. Training and Promotion and Conditions of Service**
- 6.1 Training needs will be identified through regular appraisals. Members of staff will be given appropriate access to training to enable them to progress within the Trust. All promotion decisions will be made on the basis of merit.

- 6.2 The Trust's conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all members of staff who should have access to them and that there are no unlawful obstacles to accessing them.

7. Termination of Employment

- 7.1 The Trust will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.
- 7.2 The Trust will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

8. Disabilities

- 8.1 If a members of staff is disabled or becomes disabled, the Trust encourages them to explain their condition in order for the appropriate support to be put in place.
- 8.2 If a members of staff experiences difficulties at work because of their disability, the members of staff can contact their Line Manager or the Human Resources Director to discuss any reasonable adjustments that would help overcome or minimise the difficulty. The Trust will consider the matter carefully and try to accommodate the members of staffs need within reason, if the Trust considers a particular adjustment would not be reasonable, the Trust will explain the reasons and seek ways to find an alternate solution where possible.
- 8.3 The Trust will monitor the physical features of the premises to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, the Trust will take reasonable steps to improve access.

9. Part-Time and Fixed-Term Work

- 9.1 Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate), unless different treatment is justified.

10. Complaints Procedure

Stage 1

Any person who experiences, witnesses or is reasonably led to believe that this Equal Opportunities and Diversity Policy for Staff has not been respected, should immediately bring the situation to the attention of the Human Resources Director, or if the complaint surrounds the Human Resources Director, the Clark to Trustees. The person responsible for this breach will be reminded of the existence and purpose of this policy, and asked to adhere to the policy. Should the incident be judged to be of a severe nature then they will proceed straight to Stage 2.

Stage 2

If the person continues behaving in an unacceptable manner, the matter will be referred to the Head of the Academy, or if the complaint surrounds the Head of the Academy, a Head of another Academy within the Trust, who will decide the best course of action.

This may result in:

- a warning being issued;
- disciplinary action;
- a referral to a higher level of authority.

Stage 3

The offending person has the right to appeal. They can write to the Local Governing Body of the Academy. The decision of the Governors will be final.

11. Conclusion

- 11.1 Every member of staff has an ongoing responsibility to monitor their teaching methods, styles and practices, with a view to eradicating discriminatory practices. Professional judgement is used when delivering the curriculum. The

Heads of Academies have the responsibility to ensure equal opportunities are offered in all staffing appointments and promotions.

- 11.2 The Trust Equality and Diversity group meet on a termly basis to evaluate its practices and assess the impact of other Trust policies upon Equal Opportunities. In the light of those evaluations, the Trust will seek to improve further its practices in the delivery of the above objectives.

12. Policy Changes

This procedure may only be amended or withdrawn by The Priory Federation of Academies Trust.

Policy Status: Approved
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Ref. HR8A

Page 10 of 10

The Priory Federation of Academies Trust Equal Opportunities and Diversity Policy for Staff

This Policy has been approved by the Priory Federation of Academies.

Signed..... Name..... Date:

Trustee

Signed..... Name..... Date:

Chief Executive Officer

Signed..... Name..... Date:

Designated Member of Staff

Please note that a signed copy of this agreement is available via Human Resources.