

Djanogly Learning Trust Equality Policy for Employees

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1.0 Policy Statement

1.1 The Djanogly Learning Trust (the Trust) recognises its duties under the Equality Act 2010 to eliminate direct and indirect discrimination, harassment and victimisation, advance equality of opportunity and foster good relations in relation to all protected characteristics:

- Age
- Disability
- Gender reassignment
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Gender
- Sexual orientation
- Marriage and civil partnerships
- Pregnancy and maternity

1.2 This policy applies to all aspects of employment, including recruitment, pay and conditions, training, appraisals, promotion, conduct at work, disciplinary and grievance procedures and termination of employment.

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

2.0 Scope

This policy applies to all employees, governors, volunteers, contractors and agency workers within the Trust.

3.0 Guiding Principles

3.1 The Trust recognises and respects difference. Treating people equally does not necessarily involve treating them all the same. The Trust's policies, procedures and activities must not discriminate but must nevertheless take account of differences or life-experience, outlook and background and the kinds of barriers and disadvantages which people may face.

3.2 The Trust seeks to actively promote:

- Positive attitudes
- Positive interaction
- Mutual respect
- Community cohesion

3.3 The Trust observes good equalities practice in staff recruitment, promotion, retention and development. The Trust ensures that policies and procedures should benefit all staff and potential staff, for example in recruitment and promotion and in continuing professional development.

3.4 The Trust consults and engages with all stakeholders on a regular basis.

3.5 The Trust respects the religious beliefs and practice of all staff and complies with reasonable requests relating to religious observance and practice.

3.6 The Trust actively seeks to reduce and remove inequalities and barriers at every opportunity and is opposed to all forms of prejudice which prevent them from fulfilling their legal duties.

3.7 The Trust bases its procedures, practices and actions on sound evidence.

3.8 Principles of equality, as defined in this policy, underpin all other Trust policies, procedures and practices.

4.0 Communication and Monitoring

4.1 The Trust ensures that the content of this policy is known to all employees and those listed within the scope of the policy.

4.2 A copy of this policy is available to all stakeholders via the Trust's website.

4.3 The Trust's Staff Anti-bullying and Anti-harassment policy along with the Trust's Disciplinary, Capability, Grievance and Appeals Policy provides information about raising a grievance if any employee feels that they have been treated against the principles of this policy.

4.4 The Trust engages with a wide range of stakeholders including parents and members of the local community through a variety of committees. Aspects of equality are considered as appropriate at the relevant meetings.

5.0 Equality Objectives

The Trust has a duty to publish equality objectives and to demonstrate working towards those objectives. The Trust publishes its objectives on its website on an annual basis.

6.0 Annual Report

To comply with the Equality Act the Trust publishes an annual Equality Impact Statement on how it is complying with the Public Sector Equality Duty and provide an update on progress towards equality objectives throughout the Trust. The report will include equality data about pupils and employees. The annual report is approved by the Board of Trustees and published on the Trust's website.

7.0 Equal Pay

7.1 The Trust ensures that it complies with the Equal Pay Act 1970 and is committed to providing equal pay for work of equal value irrespective of gender.

7.2 The Trust carries out analysis of pay comparisons with gender and publishes a Gender Pay Gap Report annually. The annual report is published on the Trust's website.

8.0 Recruitment and Selection

8.1 Recruitment, promotion and other selection exercises such as redundancy selection will be conducted on the basis of merit, against objective criteria that avoid discrimination.

8.2 Vacancies will be advertised widely to attract a diverse labour market and will use inclusive titles, wording and descriptions.

8.3 Job applicants will not be asked questions which might suggest an intention to discriminate on grounds of a protected characteristic.

8.4 Job applicants will not be asked about health or disability before a job offer is made (subject to limited exceptions).

8.5 Where necessary, job offers will be made conditional on a satisfactory medical check.

8.6 Confirmation of right to work in the UK will be sought from all employees and potential employees.

9.0 Disabilities

Individuals are encouraged to tell the Trust if they are disabled or become disabled so that the Trust can consider what reasonable adjustments or support may be appropriate.

10.0 Part-time and Fixed-term Work

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

11.0 Breaches of the Policy

11.1 Breaches of this policy will be dealt with in accordance with the Trust's disciplinary procedure and serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.

11.2 If an employee believes that they have suffered discrimination they have the right to use the Trust's grievance procedure.