



Equal Opportunities and Diversity Policy for Staff

Policy Code:	HR8A
Policy Start Date:	March 2017
Policy Review Date:	March 2020

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

The Priory Federation of Academies Trust (The Trust) will adhere to the requirements of the Equality Act 2010 by not discriminating against students, staff, volunteers or anyone involved in external agencies with which the organisation may be working with on the grounds of;

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- gender;
- sexual orientation.

All 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.

The Trust is opposed to all forms of discrimination and committed to ensuring all young people, applicants and employees 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.

All Trust employees will abide by the Equality Act 2010 in the appointment and promotion of staff.

When recruiting staff, health-related questions will not be asked until after a job offer is made, and for support purposes only.

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 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.

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 Manager.
- 2.2 Managers have a specific responsibility to ensure the fair application of this policy and all employees 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 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 employees, 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 employee's contract of employment and The Trust may amend it at any time.

4 Discrimination

- 4.1 Employees must not unlawfully discriminate against or harass other people including current and former employees, 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 work uniform, 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.
- Disability Discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

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 Head of Human Resources, 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 Head of Human Resources 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 Head of Human Resources. For example:
- Questions necessary to establish whether an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
 - 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 employees are entitled to work in the UK. Assumptions about immigration status will not be made based on appearance or apparent nationality. All prospective employees, 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 Head of Human Resources.
- 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.

6. Training and Promotion and Conditions of Service

- 6.1 Training needs will be identified through regular appraisals. Employees 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 employees 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 an employee 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 an employee experiences difficulties at work because of their disability, the employee can contact their Line Manager or the Head of Human Resources 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 employee's 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 Head of Human Resources, or if the complaint surrounds the Head of Human Resources, the Head of the Academy. 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

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.

The Trust will regularly monitor and 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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Diversity Policy for Staff
Human Resources

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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.