



# Equality, Diversity & Inclusion Policy

<b>Committee</b>	Trust Board
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<b>Signature</b>	R Hover
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**Review Procedures**

This Policy will be reviewed regularly and revised as necessary. Any amendments required to be made to the Policy as a result of a review will be presented to the Board of Trustees for acceptance.

Document / revision no.	Date	Status / Amendment	Approved by

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## Equality Statement

### 1. Statement

Inspira Academy Trust is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The trust - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

### 2. Scope

This statement applies to all Employees and our pupils of Inspira Academy Trust. (This policy also applies to agency workers, volunteers, contractors and others working on Trust premises).

### 3. Adoption Arrangements & Date

This statement was reviewed and re-adopted by the Trust Board of Inspira Academy Trust on 27<sup>th</sup> March 2023 and supersedes any previous Equality Statement.

This statement will be reviewed by the Trust Board every 2 years or earlier if there is a need.

### 4. Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - > Age
  - > Disability
  - > Gender reassignment
  - > Marriage and civil partnership
  - > Pregnancy and maternity
  - > Race (including colour, nationality, and ethnic or national origin)
  - > Religion or belief

- > Sex
- > Sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- > Pay and benefits
- > Terms and conditions of employment
- > Dealing with grievances and discipline
- > Dismissal
- > Redundancy
- > Leave for parents
- > Requests for flexible working
- > Selection for employment, promotion, training or other developmental opportunities.

## 5. Our commitments

Inspira Academy Trust is committed to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the trust's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly

serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the trust.

5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

## **6. Agreement to follow this policy**

The equality, diversity and inclusion policy is fully supported by all line managers of schools within Inspira Academy Trust and has been agreed with the Trust Board.

## **7. Our disciplinary and grievance procedures**

Details of the trust's grievance and disciplinary policies and procedures can be found on our trust and school websites. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the trust's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.