

Equal Opportunities Policy

Designation	Name	Date	Signature
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Monitoring and Evaluation	
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Review delegated to:	Trust Board

Document Version control

Version	Changes made	Date
1.0	Initial set up of Trust-wide policy	October 2020
	Reviewed	October 2022

1. Introduction

- 1.1. SAND Academies Trust is an equal opportunities employer.
- 1.2. In order to promote an environment within which the schools can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislation and codes of practice, we are committed to achieving and maintaining a workforce which represents the population within our recruitment area in terms of race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age, and disability (together known as “**Protected Characteristics**”).
- 1.3. To this end, we shall regularly review the operation of our recruitment, promotion, training and development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- 1.4. No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic, in particular but not only, in relation to:
 - 1.4.1. Recruitment and selection.
 - 1.4.2. Promotion, transfer and training opportunities.
 - 1.4.3. Benefits, terms and conditions of employment.
 - 1.4.4. Grievance and disciplinary procedures.
 - 1.4.5. Termination of employment including redundancies.
 - 1.4.6. Conduct at work.
- 1.5. Procedures are in place to ensure fair and equitable treatment in relation to the admission and assessment of pupils.
- 1.6. The principles of non-discrimination and equality of opportunity also apply to the way in which staff must treat visitors, pupils, parents, suppliers and former members of staff.

2. Implementation

- 2.1. Each school, with the assistance of the staff, will:
 - 2.1.1. Break down any barriers to equality of opportunity which may prevent staff members realising their full potential or accessing benefit.
 - 2.1.2. Advertise vacancies and ensure job selection criteria are appropriate for the job.
 - 2.1.3. Promptly and fully investigate all complaints of discrimination and harassment, taking appropriate action where necessary.
 - 2.1.4. Ensure that all members of staff are fully informed and trained on this policy.
 - 2.1.5. Monitor the composition of the school and the effects of its recruitment practices.
 - 2.1.6. Examine and review existing procedures to ensure they are not discriminatory in their operation.

- 2.1.7. Ensure that the language used in official communication reflects the letter and spirit of the policy.

3. Recruitment and Selection

- 3.1. The staffing process is governed by the Trust's principles of non-discrimination and is designed to achieve the best match between, on the one hand, the individual's knowledge and skills, experience and character and, on the other hand, the requirements of the vacant post, recognising the need for flexibility to respond to changing conditions.
- 3.2. The capability of the individual to perform in the position will be the major selection criterion but the ability both to work with others and to be trained, coupled with individual potential will be taken into account.
- 3.3. All applicants will be dealt with courteously and as expeditiously as possible.
- 3.4. Carefully selected and validated skills and/or psychometric tests may be used as part of the selection process and will be administered by a trained tester.
- 3.5. Appointments will be confirmed on receipt of satisfactory references, DBS checks (and, where applicable, a check of the prohibition order), evidence of medical fitness (including a satisfactory medical report) and satisfactory completion of a probationary period.

4. Training and Promotion

- 4.1. Training needs will be identified through regular appraisals. Staff will be given appropriate access to training to enable them to progress within the school/trust and all promotion decisions will be made on the basis of merit.

5. Termination of Employment

- 5.1. The school/trust will ensure that its redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.
- 5.2. The school/trust will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

6. Disability

- 6.1. If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.
- 6.2. A disability will not of itself justify the non-recruitment of an applicant for a position in the school or the trust. Such reasonable adjustments to the application procedures shall be made as are required to ensure that applicants are not disadvantaged because of their disability. For example, where written tests are used, alternative arrangements will be made for visually impaired applicants.
- 6.3. If you experience difficulties at work because of your disability, you may wish to contact the Headteacher/CEO to discuss any reasonable adjustments that would help overcome or minimise the difficulty. The Headteacher/CEO may wish to consult with you and your medical adviser about possible adjustments and you may be required to give your consent to a report being produced about your state of health and ability to perform your duties. We will consider

the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable, we will explain our reasons and try to find an alternative solution where possible. Once an adjustment has been made its operation may need to be reviewed at agreed intervals, to assess its continuing effectiveness.

- 6.4. The school/trust will make such adjustments to work arrangements or premises as are reasonable to enable a disabled staff member to carry out his or her duties. This will include, but is not limited to, consideration of the provision of specialist equipment, job redesign and/or flexible hours.
- 6.5. Where during the course of their employment a disabled member of staff recognises their need for a reasonable adjustment to be made to work arrangements or premises, he or she should discuss this requirement with the Headteacher/CEO.

7. Part-time and Fixed-term Work

- 7.1. 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.

8. Breaches of this Policy

- 8.1. We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure. Serious cases of discrimination may amount to gross misconduct resulting in dismissal.
- 8.2. If you believe that you have been the subject of discrimination you can raise the matter informally in accordance with the Anti-Harassment and Bullying Policy, or formally through our Grievance Procedure. Complaints will be treated in confidence and investigated as appropriate.
- 8.3. There must be no victimisation or retaliation against staff who complain about discrimination. However, making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under our Disciplinary Procedure.