



Lydiate Learning Trust

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Diversity Equality Policy

1. Introduction

1.1 This policy sets out the commitment of Lydiate Learning Trust Governors to promote equality of opportunity and work to eliminate any unlawful or unfair discrimination and harassment in the school. It applies to all aspects of staff and student activity within Lydiate Learning Trust.

1.2 Lydiate Learning Trust recognises the real educational and business benefits of having a diverse community of staff and students who value one another and the different contributions they can make to achieving the school's commitment to be open and accessible.

1.3 We are committed to providing equality for all irrespective of:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity

Under the Equality Act (2010) these are known as 'protected characteristics'.

1.4 We will work to ensure that all our students, employees and visitors, as well as those who apply or seek to apply to work with us, are treated fairly and are not subjected to discrimination by the Lydiate Learning Trust on any of these grounds.

1.5 To support our equality and diversity policy aims and values, and to implement our legal commitments, Lydiate Learning Trust has a range of equality and diversity policies, as set out in Section 7, which complement and form part of this overall policy.

2. Commitments

2.1 We will:

- Value diversity and promote equality of opportunity for all

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- Promote respect and encourage good relations within and between groups
- Aim to meet the different needs of different groups, as appropriate, whilst promoting shared values
- Promote an inclusive and harmonious place of work and study where there is mutual respect and where harassment and bullying, intimidation or violence is not tolerated
- Prevent unlawful discrimination and victimisation (see Appendix 1)
- Comply with our legal obligations
- Take seriously and address any breaches of this policy

3. Responsibilities

3.1 Governors, through the Headteacher have ultimate responsibility for ensuring that this policy is fully implemented.

3.2 All staff and students of Lydiate Learning Trust, those carrying out work or delivering services on behalf of the School and our partners, are required to comply with this policy and with the associated policies. Everyone is required to promote a culture free from illegal discrimination and all forms of harassment and bullying. In addition, failure to adhere to these responsibilities under the law may lead to civil actions or criminal proceedings.

Any incidents of discrimination, harassment or bullying will be investigated and may be grounds for exclusion or dismissal.

4. How we will Implement this Policy

4.1 Senior Leadership Team will ensure that:

- Staff and students are aware of the equality and diversity policies and the procedures for making a complaint.
- The implementation of all equality policies and schemes is monitored and progress reported.
- Equality is taken into consideration, where appropriate, in policies, strategies and procedures to ensure that they promote equality and do not unlawfully discriminate
- Procedures are in place for the fair appointment, promotion and development of staff, and the fair selection, teaching and assessment of students, free from unjustifiable discrimination.
- Compliance with the equality policies is part of the job descriptions of all staff.

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- We seek commitments from our suppliers that they are taking steps to promote equality and eliminate discrimination.

4.2 Everyone is expected to:

- Support and implement the equality and diversity policies and ensure that their behaviour and/or actions do not amount to discrimination or harassment in any way.

5. Policy Review

5.1 We will keep this policy under review and will regularly assess the progress we are making toward achieving our equality commitments. We will take action when we identify areas where inequality or discrimination may be considered to exist.

6. Complaints of Discrimination

6.1 If a student, member of staff or visitor believes that they have suffered any form of discrimination, harassment or victimisation the school takes this very seriously. All complaints will be dealt with in accordance with the agreed procedures. Anyone who makes a complaint of discrimination will not be victimised and we will make every effort to ensure victimisation does not occur and that any complaints are dealt with promptly.

6.2 Students can raise this through reporting to a designated Safeguarding Officer.

6.3 Staff can raise this through the Grievance Procedure.

6.4 Parents and Members of the public can raise this through the Complaints Policy.

6.5 Lydiate Learning Trust has a separate policy relating to harassment and bullying called the Dignity at Work Policy which also sets out the specific procedure for seeking support or making a complaint in relation to harassment or bullying.

7. Relevant Equality Policies, Schemes and Procedures

7.1 The following Equality and Diversity Policies form part of this overall Equality and Diversity Policy:

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- Dignity at Work

These policies are available at: www.deyeshigh.co.uk

7.2 The Recruitment and Selection policy directly relates to staff and applicants for employment:

7.3 It is important that students, staff or visitors who are victims or witnesses of apparent racism report it, whether the alleged incidents occur on or off site, to help us make the school a safe place. To support this process, we have:

- Racist and Incident Reporting Procedures

8. Language

8.1 Prejudice and discrimination may arise and be reinforced by our use of language, which may not be neutral and value-free. Words and phrases can be associated with apparently negative attitudes and may unwittingly give offence to people including members of groups that are subject to prejudice, harassment or discrimination.

8.2 Everyone is expected to seek to ensure that their written, spoken and electronically transmitted or published material does not contain language that may knowingly cause offence to others. Rather than be prescriptive about use of language, staff and students are asked to exercise good judgement and be aware of 6 common, inappropriate or offensive references in relation to the protected characteristics.

9. The Staff

9.1 Recruitment All appropriately qualified applicants will be given equal consideration during the recruitment process and will not be discriminated against on any grounds referred to in paragraph 1.3 of this policy statement. A recruitment monitoring form will be sent with all application forms. Information gathered on this form will not be used in the selection process and will only be used for monitoring purposes.

9.2 Selection and Promotion Selection criteria for all posts will be clearly defined and reflected in the Job Description and Person Specification. Shortlisting and interviewing processes will be thorough, carried out objectively and without illegal discrimination. The appointment panel, where possible, will include staff appropriately trained in recruitment and selection and be aware of relevant employment legislation. Lydiate Learning Trust welcomes applications from suitably qualified

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disabled people and will make reasonable adjustments to the selection process and to the workplace and working arrangements to accommodate successful disabled candidates.

9.3 Working Conditions, The School will take account of the requirements of individual members of staff and, wherever reasonably practicable, will use the procedures in the Work Life Balance Policy to support staff needs, in line with the relevant legislation. The School will also make reasonable adjustments to an individual's working environment, to enable a disabled employee to carry out their job.

9.4 Staff Development The school will not discriminate on any grounds referred to in paragraph 1.3 of this policy statement, in the provision of training and development to assist staff, (part-time or full time, permanent or fixed term), to perform their jobs more effectively.

10. Advertising and Information

10.1 School publications and advertisements for staff and student recruitment will state the school's commitment to Equality and Diversity. Language and images used in all publications, written and electronic material will not be discriminatory.

10.2 Information regarding staff vacancies will be circulated throughout the school and all posts will be advertised externally, unless there are justifiable reasons to do otherwise, which have been agreed by Senior Leadership Team. 7

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Appendix 1 - Forms of Discrimination (Equality Act 2010)

The legal definitions vary, but broadly speaking discrimination can occur either directly or indirectly:

Direct Discrimination occurs when a person is treated less favourably than others would be treated in the same circumstances on the grounds of having a protected characteristic, as referred to in paragraph 1 of this document.

Indirect Discrimination occurs when applying a provision, criterion or practice which puts someone from a group outlined in paragraph 1 at a particular disadvantage.

Indirect discrimination may only be justified in exceptional circumstances if it can be shown that the action was reasonable in managing the business or organisation, i.e. that it is a proportionate means of achieving a legitimate aim.

A legitimate aim might be any lawful decision made in running the business or organisation, but if there is a discriminatory effect, the sole aim of reducing costs is likely to be unlawful. Being proportionate in this context means being fair and reasonable, including showing that less discriminatory alternatives to any decision made have been considered.

Discrimination by Association is direct discrimination against someone because they associate with another person who possesses a protected characteristic, as referred to in paragraph 1 of this document. For example, disability discrimination against someone who is a carer of a disabled person.

Discrimination Linked to a Perceived Characteristic is direct discrimination against an individual because of a belief that they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic, for example, discrimination against someone because they are thought to be gay but are not.

Harassment is defined as being *unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.*

Harassment applies to all protected characteristics, as referred to in paragraph 1 of this document, except for pregnancy and maternity and marriage and civil partnership.

Employees can complain of behaviour that they find offensive, even if it is not directed at them and the complainant need not possess the relevant characteristic themselves. Employees are also protected from harassment because of perception and association and from harassment by third parties.

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Victimisation takes place where one person treats another less favourably because he or she has asserted their legal rights in line with the Equality Act (2010) or helped someone else to do so. This includes making a complaint, taking legal action, providing evidence related to proceedings or alleging that discrimination has taken place. There is no legal requirement to compare treatment of a complainant with that of a person who has not made or supported a complaint.

An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

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