



# Equality & Diversity Policy

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## Key document details

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# Contents

1. Purpose .....	3
2. Scope .....	3
3. Commitments .....	3
3.1. Valuing Diversity .....	3
3.2. Equality and Diversity .....	4
4. Equality Commitments .....	4
4.1. Recruitment & Selection .....	4
4.2. Nationality and Immigration Act .....	5
4.3. The Safeguarding Vulnerable Groups Act 2006 .....	5
4.4. Conditions of Service .....	5
4.5. HR Policies and Procedures .....	5
4.6. Staff Training and Development .....	5
5. Implementation .....	5
6. Monitoring and Review .....	6
7. Complaints .....	6
8. APPENDIX 1 – Action Plan Example .....	7

## 1. Purpose

The aim of this policy is to confirm The Federation's commitment to equality and to valuing diversity as an employer and a provider of education. It also outlines the fair employment practices and monitoring processes that we are committed to putting into place to support this.

## 2. Scope

This policy applies to all employees, potential employees, supply staff, agency staff, volunteers, contracted staff and members of the governing body. This Policy should be read in conjunction with the Public Equality Duty Statement and specific agreed plan that is in place for each Academy and the Federation Head office.

Other related policies:

- Disciplinary Policy
- Grievance Policy
- Recruitment and selection
- Safer Recruitment Policy

## 3. Commitments

### 3.1 Valuing Diversity

The Harris Federation is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds. The Federation actively seeks to promote an environment that is free from discrimination and harassment and where all staff and students are encouraged to fulfil their full potential.

It is our policy to promote equality to all irrespective of:

- Age;
- Disability;
- Pregnancy and maternity;
- Sexual orientation;
- Race (including nationality; ethnic or national origin);
- Gender (including gender reassignment);
- Marital Status including civil partnership;
- Domestic circumstances;
- Carer responsibilities;
- Religion or belief;
- Trade union membership.

## 3.2 Equality and Diversity

The Harris Federation seeks to be an equal opportunities employer and is opposed to all forms of unlawful and unfair discrimination. We are determined to ensure that:

- Everyone working in or coming into contact with The Federation is treated fairly and not discriminated against on any of the above grounds;
- Our employment practices comply fully with current equalities legislation and associated codes of conduct. Decisions on recruitment and selection, promotions, training and any other benefit is made objectively, without unlawful discrimination and based upon objective criteria;
- We will aim for our workforce, including volunteers, to reflect the diverse society which we serve and provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.

We recognise that the provision of equality of opportunity in all our activities will benefit the Federation. Our policy will help all staff to develop to their full potential and the talents and resources of staff will be utilised fully to maximise the effectiveness of the work of the Federation.

All employees are expected to co-operate fully with this policy and any member of staff found to have committed an act, or acts of discrimination or harassment will be dealt with under the Federation Disciplinary procedure. Proven discrimination or harassment will lead to summary dismissal.

## 4. Equality Commitments

### 4.1 Recruitment & Selection

All recruitment will be carried out in accordance with The Federation's Recruitment and Selection procedures which is aimed at ensuring that the most suitable candidate is appointed fairly to the job.

All advertisements will state that The Harris Federation values equality and diversity. Selection will be based on objective and job related criteria and the successful candidate will be chosen on his/her merits and abilities.

Applicants will be asked to complete an equalities monitoring form as part of their application. This information will be separated from the application form and will be used for monitoring purposes only and will play no part in the selection process.

Our recruitment and selection practices comply with all appropriate employment law legislation and will be amended to reflect any subsequent legislative changes.

## 4.2 Nationality and Immigration Act 2006

In order to comply with the provisions of this Act, we will take steps to ensure all staff are eligible to work in the United Kingdom. Successful candidates will be asked to produce original and specified documents(s) before a confirmed offer of employment is provided.

## 4.3 The Safeguarding Vulnerable Groups Act 2006

In order to safeguard and protect the welfare of all the students in our care, we will ensure safe recruitment practices are followed. As such all employees, agency workers, contractors, volunteers, casual and supply staff will be required to provide relevant information for the Academy's safeguarding register to confirm their suitability to work with children.

## 4.4 Conditions of Service

The Federation's terms and conditions of employment will be monitored to ensure that they are consistent with the equality and diversity statement.

## 4.5 HR Policies and Procedures

HR policies and procedures will be reviewed regularly to improve, amend or adapt current practices to promote equality of opportunities at the Harris Federation. Human Resources Policies will be applied consistently and fairly to all staff. In addition employees at The Federation have access to range of policies which are designed to support and encourage flexibility and diversity in the workplace.

## 4.6 Staff Training and Development

All employees will have access to development opportunities, promotion and training at The Federation.

All new employees will be provided with an induction pack which will include a reference to the Federation's Equality and Diversity Policy.

# 5. Implementation

The Principals and Chairs of Governors have specific responsibility for the effective implementation of this policy at Academy level. The CEO and the Harris Federation Governing Body are responsible at corporate level.

We expect all employees to abide by the policy and help to create an equality environment.

In order to implement this policy we shall:

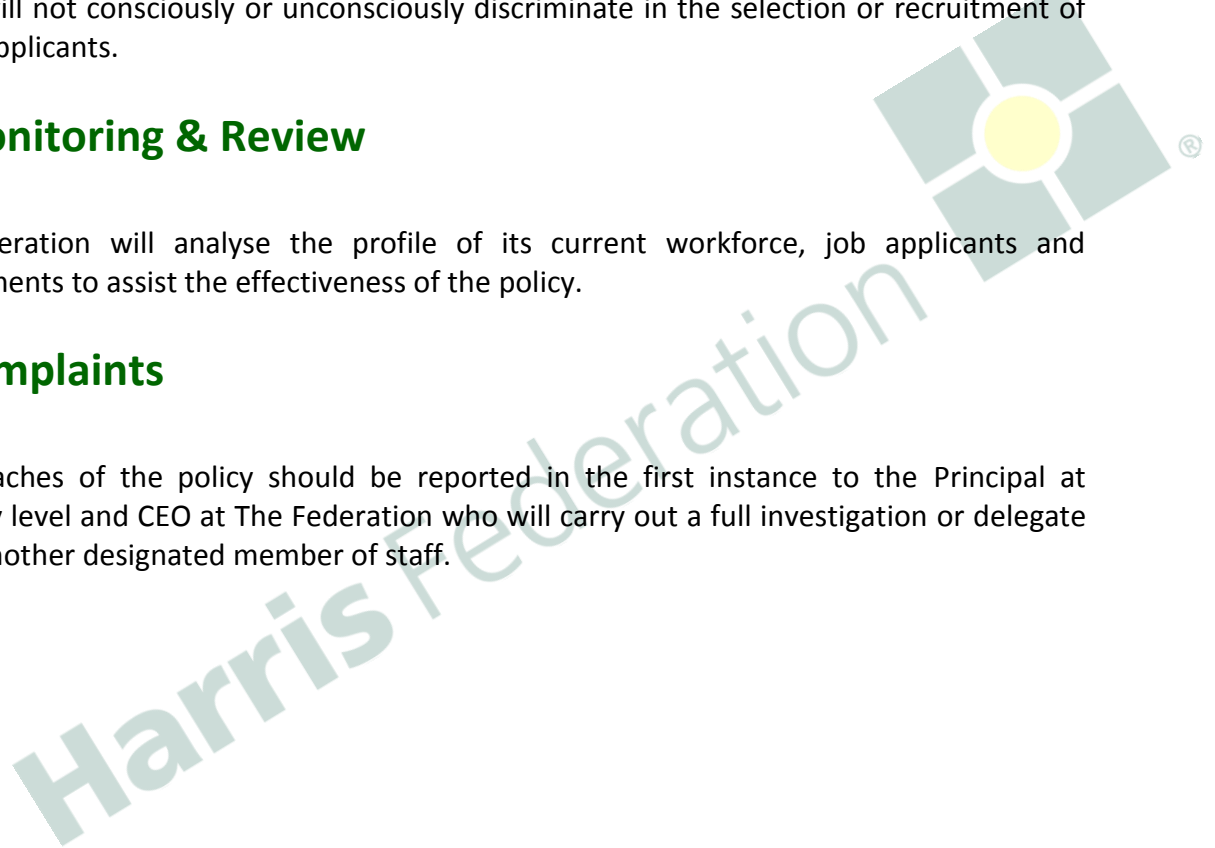
- Communicate the policy to all staff through staff briefings;
- Ensure the policy is used as a means of raising and discussing the issues covered in this policy on a periodic basis to ensure that all staff remain fully aware of their responsibilities in relation to equality and diversity.
- The Harris Federation will endeavour through appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants.

## 6. Monitoring & Review

The Federation will analyse the profile of its current workforce, job applicants and appointments to assist the effectiveness of the policy.

## 7. Complaints

Any breaches of the policy should be reported in the first instance to the Principal at Academy level and CEO at The Federation who will carry out a full investigation or delegate this to another designated member of staff.



## Appendix 1 – Action Plan

Aim ( 1, 2,3, 4)	Protected Characteristic	Aim	Target Groups	Action 2015-2016	Progress Including Impact Assessment
1	Sexual orientation	To eliminate homophobic language and prejudice amongst the students.	Boys in KS4 and Sixth Form	<ul style="list-style-type: none"> <li>• Staff training on recognising and tackling homophobic behaviour and language.</li> <li>• Faculty assemblies directly relating to different types of bullying.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction in incident reports</li> <li>• Student questionnaires</li> </ul>
2	Race, religion or belief and disability	To ensure the content of Academy meals and the dining environment meets the needs of faith groups and those with specific health needs.	All Students and Staff	<ul style="list-style-type: none"> <li>• Review school meals policy</li> <li>• Priority in catering tender process</li> <li>• Questionnaires for students.</li> </ul>	<ul style="list-style-type: none"> <li>• Student questionnaires</li> <li>• Uptake of meals</li> </ul>
3	All protected Characteristics	To increase participation of protected groups in wider Academy life, enrichment, student commission etc...	All students with protected characteristics	<ul style="list-style-type: none"> <li>• Analyse data to establish baseline participation rates in after-hours enrichment and student commission</li> </ul>	<ul style="list-style-type: none"> <li>• Numbers participating in key groups rises by 10%</li> </ul>