



Equalities Policy

Approved by the Board of Trustees: 28 January 2020

Review date: January 2023

1. Introduction

- 1.1 The aim of this policy is to communicate the commitment of the board of governors to the promotion of equality of opportunity for all staff and students at Endeavour Academies.

Equality brings quality for everyone and the creation of a fairer society where everyone can participate and achieve their potential.

- 1.2 It is the policy of the trust to provide equality of opportunity to all, irrespective of:

- Gender
- Gender re-assignment
- Marital or civil partnership status
- Pregnancy and maternity
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

- 1.3 The trust is opposed to all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for the trust will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

- 1.4 The trust recognises that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equalities policy will help all trust staff to develop their full potential.

2. Equality Commitments

- 2.1 The trust is committed to:

- Promoting equality of opportunity for all staff and students
- Promoting a good and harmonious environment in which all staff and students are treated with respect and encouraged to develop their full potential
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, bullying and victimisation
- Fulfilling all our legal obligations under equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of the equalities policy by staff as misconduct which could lead to disciplinary proceedings
- Fostering good relationships and treating everyone with dignity and respect

3. IMPLEMENTATION

3.1 In order to implement this policy we shall:

- Communicate the policy to staff, students, parents, job applicants and relevant others (such as contract or agency workers)
- Incorporate specific and appropriate duties in respect of implementing the equalities policy into job descriptions of staff
- Provide equality training and guidance as appropriate, including training on induction.

4. MONITORING AND REVIEW

4.1 The effectiveness of our equalities policy will be reviewed regularly and action taken as necessary to ensure it remains compliant with equality legislation.

4.2 Our recruitment and selection processes will aim to ensure that staff who join the trust have shared values. Together, through leadership, management supervision, personal responsibility, guidance and training we will all aim to ensure our organisational culture demonstrates our commitment to equality.

5. COMPLAINTS

5.1 Staff who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the trust grievance or dignity and respect at work procedures.

5.2 All complaints of discrimination from staff and students will be dealt with seriously, promptly and confidentially.

5.3 The trust will ensure that staff who make complaints are not victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially.

Victimisation will result in disciplinary action and may warrant dismissal.