

## **1. Equal Opportunities Policy**

We do not discriminate against employees on the basis of their sex, sexual orientation, marital or civil partner status, gender reassignment, race, pregnancy and maternity, religion or belief, disability or age ('protected characteristics'). The principle of non-discrimination and equality of opportunity applies equally to the treatment of former employees, visitors, pupils, parents/carers and suppliers by.

We are committed to a programme of action to make this policy effective and to bring it to the attention of all employees.

All employees have a duty to act in accordance with this policy, and therefore to treat colleagues, pupils and the school community with dignity at all times, and not to discriminate against or harass colleagues, whether junior or senior to you. In some situations, we may be at risk of being held responsible for the acts of colleagues and will therefore not tolerate any discriminatory practices or behaviour.

This policy applies to all aspects of the employee life cycle from advertising to termination of employment.

We will take appropriate steps to accommodate the requirements of workers' religions, cultures, and domestic responsibilities.

This policy and procedure applies to all Trust staff unless otherwise indicated. It does **not** form part of the terms of your contract with us, which are provided to you separately.

### **Forms of discrimination**

Discrimination may be direct or indirect and it may occur intentionally or unintentionally.

Direct discrimination occurs where someone is put at a disadvantage for a reason related to one or more of the protected characteristics previously. For example, rejecting an applicant on the grounds of their race because it is considered they would not "fit in" could be direct discrimination.

Indirect discrimination occurs where an individual is subject to an unjustified provision, criterion or practice which puts them at a particular disadvantage because of, for instance, their gender or race. For example, a height requirement would be likely to eliminate proportionately more women than men. If this criterion cannot be objectively justified for a reason unconnected with gender, it would be indirectly discriminatory on the grounds of sex.

Discrimination also includes victimisation (less favourable treatment because of action taken to assert legal rights against discrimination or to assist a colleague in that regard) and harassment (which is dealt with under our Anti-Harassment Policy, set out below).

### **Public Sector Equality Duty**

In addition to the general provisions of the Equality Act 2010, as a public body, we have to comply with the public sector Equality Duty so that schools play their part in making society fairer.

The general Public Sector Equality Duty - requires public bodies to consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty has three aims and requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that Head Teachers, Senior Leaders, Governors and FHT have to take into account the equality impact on people with protected characteristics before a decision is made or new policy is implemented.

### **Specific duties**

Each public authority is required to:

- (i) Publish annually, information to demonstrate compliance with the general equality duty. The publication must include information relating to people who share a protected characteristic who are:
  - Employees of the school
  - People affected by the school's policies and practices, this would include parents and pupils.

The school should address these duties under the Act in other relevant policies and documentation. Schools with fewer than 150 employees are exempt from this requirement, however these schools will still need to ensure that they collect and use enough workforce information to effectively meet the general equality duty.

- (ii) Each school must prepare and publish one or more objectives that it thinks it needs to achieve to further any of the aims of the general equality duty and repeat at least every 4 years after that. It is expected that the school's objective(s) will be included in the objectives formulated to promote pupil achievement and development in the School Improvement Plan.

(iii) The objectives need to be provided for the FHT annually.

### **Equal pay**

Men and women doing equal work and work rated as of equal value are entitled to equal pay.

All employers must give men and women equal treatment in the terms and conditions of their employment contract if they are employed on:

- 'like work' - work that is the same or broadly similar
- work rated as equivalent under a job evaluation
- work found to be of equal value

A woman is employed on 'like work' with a man if her work is of the same or a broadly similar nature. It is for the employer to show that there is a genuine reason for any difference in pay, which is not based on the sex of an individual.

Employees are also entitled to know how their pay is made up and there should be a clear audit trail which sets out how decisions on pay are made and how any additional allowances are calculated. This is set out in the FHT pay policy.