

## Academy Policy – Equality and Diversity (Staff)

<p>Aims:</p>	<ul style="list-style-type: none"> <li>• To value diversity and tackle social exclusion</li> <li>• To ensure that we treat all employees and applicants fairly and to meet any reasonable or additional needs they have</li> <li>• To ensure the Academy complies with all relevant employment legislation</li> <li>• To have a workforce that reflects local diversity and helps to assure the effectiveness of the Academy</li> </ul> <p><i>This will be achieved by:</i></p> <ul style="list-style-type: none"> <li>• Monitoring student behaviour records, staff recruitment, student, staff and parent/carer questionnaires</li> </ul>
<p>Targets/ Outcomes</p>	<ul style="list-style-type: none"> <li>• At all levels Academy staff represent: Women and men – different racial, cultural and religious backgrounds – younger and older People with disabilities – People with differing sexual orientation. The Academy will not discriminate on the basis of age, race, sex, disability, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion, faith or belief. (Equality Act 2010 protected characteristics)</li> <li>• The City Academy, Hackney is committed to promoting equality of opportunity for all staff and job applicants, aiming to create a supportive and inclusive working environment, free from discrimination or harassment</li> <li>• Any member who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute Gross Misconduct. The Academy will take strict approach to serious breaches of this policy</li> </ul>
<p>Definition</p>	<ul style="list-style-type: none"> <li>• The Academy will reflect the diversity of the community in terms the Equality Act 2010 Protected characteristics</li> <li>• The Policy applies to all aspects of our relationship with staff and relations between staff members at all levels, including recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures and termination of employment.</li> <li>• Discrimination by or against an employee is prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally</li> </ul>
<p><b>Roles and Responsibilities:</b></p>	
<p>All staff will:</p>	<ul style="list-style-type: none"> <li>• Will play a role in actively promoting this policy</li> <li>• Treat colleagues with dignity at all times, and not discriminate against or harass other members of staff regardless of their status</li> <li>• Report to an appropriate person know if they have been the victim of prejudicial treatment or believe others have been</li> </ul>
<p>Line managers will:</p>	<ul style="list-style-type: none"> <li>• Follow-up all claims of incidents of prejudice or harassment involving those staff they have responsibility for</li> <li>• Report claims to the appropriate member of the SLT for monitoring purposes</li> <li>• Take appropriate action, using agreed disciplinary procedures if necessary if any employee breaks this policy</li> <li>• Set an appropriate standard of behaviour, leading by example and ensure that those they manage adhere to the policy and promote aims and objectives with regards to Equal opportunities</li> <li>• Provide training and guidance to staff so they are clear about the policy and their own legal responsibilities</li> </ul>
<p>The SLT will:</p>	<ul style="list-style-type: none"> <li>• Take positive action to promote the recruitment of a diverse workforce</li> <li>• Ensure that training on issues relating to equalities is included in an annual schedule of training</li> <li>• Monitor recruitment and employment statistics to identify under-representation</li> <li>• Keep records of discriminatory incidents and claims of, bullying, grievance and harassment</li> <li>• Report this key data to the Governors annually, providing a summary and recommendations for action</li> </ul>
<p>Governors will:</p>	<ul style="list-style-type: none"> <li>• Monitor and review the effectiveness of the policy</li> </ul>
<p><b>Other Relevant Docs:</b></p>	<p>The Equality Act brings together several key separate pieces of legislation into one single Act. Combined, they make up a new Act that provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.</p> <p>The nine main pieces of legislation that have merged are:</p> <ul style="list-style-type: none"> <li>• the Equal Pay Act 1970</li> <li>• the Sex Discrimination Act 1975</li> <li>• the Race Relations Act 1976</li> <li>• the Disability Discrimination Act 1995</li> <li>• the Employment Equality (Religion or Belief) Regulations 2003</li> <li>• the Employment Equality (Sexual Orientation) Regulations 2003</li> <li>• the Employment Equality (Age) Regulations 2006</li> <li>• the Equality Act 2006, Part 2</li> </ul>

	<ul style="list-style-type: none"> <li>• the Equality Act (Sexual Orientation) Regulations 2007</li> </ul> <p>The protected characteristics</p> <p>Age</p> <p>Disability</p> <p>Gender reassignment</p> <p>Marriage and civil partnership</p> <p>Race</p> <p>Religion or belief</p> <p>Sex</p> <p>Sexual orientation</p>
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Monitoring Date:	Monitored By:	Full Review Due:	Review By:
July 2017	ResourcingSub-com	July 2018	Staff, Governors