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**Equality Policy**

**Date reviewed: `**

**Signed: (Chair of Governors)**

*Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."*

Mt 19:14

**Aims and Principles**

The aim of this policy is to confirm The School’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.

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 School Head office.

Other related policies:

 Disciplinary Policy

 Grievance Policy

 Recruitment and selection

 Safer Recruitment Policy

 **Commitments**

 Valuing Diversity

 Trinity School 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 School 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.

 Equality and Diversity

 Trinity School 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 School 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 School. 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 School.

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 School Disciplinary procedure. Proven discrimination or harassment

will lead to summary dismissal.

**Equality Commitments**

Recruitment & Selection

All recruitment will be carried out in accordance with The School’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 Trinity School 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.

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.

 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.

Conditions of Service

The School’s terms and conditions of employment will be monitored to ensure that

they are consistent with the equality and diversity statement.

 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 Trinity School.

Human Resources Policies will be applied consistently and fairly to all staff.

In addition employees at The School 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 School.

All new employees will be provided with an induction pack which will include a reference

to the School’s Equality and Diversity Policy.

 **Implementation**

The Headteacher and Chairs of Governors have specific responsibility for the effective

implementation of this policy.

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