



This Policy has been adopted and approved by Gippeswyk Community Educational Trust and is to be used by all members of the Trust.

GCET EQUALITY, INCLUSION & DIVERSITY STATEMENT	
Approved by GCET	24.3.23
Written	February 2023
Date of next Review	Summer Term 2024-2025 (two yearly - even years)
Responsible Officer	Head of Trust Standards
Policy Number	STH6

Definition of a Parent

- All biological parents, whether they are married or not.
- Any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- Any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person.

A person typically has care of a child or young person if they are the person with whom the child lives, either full or part time and who looks after the child, irrespective of what their biological or legal relationship is with the child.

Statement of Intent

Gippeswyk Community Educational Trust is committed to providing high quality teaching and learning for our students. We recognise that by valuing and positively promoting equality inclusion and diversity for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education for everyone within our community.

We believe there is a moral imperative to ensure our workforce reflects the diverse nature of society as a whole, and where achievable, to reflect the communities we serve. Additionally, all evidence supports the fact that more diverse working environments are successful because of their ability to think innovatively and creatively and make the best decisions for the future of the organisation.

We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We also value diversity and recognise the varied contributions that a diverse workforce brings to an organisation.

We are committed to drawing on different perspectives and experiences of individuals which will add value to what we do. We will ensure that we do not discriminate against employees on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics). We embrace the Equality Act 2010 and recognise that it is our duty to proactively protect our employees and students from discrimination.

The principles of non-discrimination also apply to how we expect our employees to treat other employees, trustees, governors, students, parents and carers, visitors, clients, customers, suppliers and former employees regardless of whether the legal protection of having a protected characteristic applies.

Under the general public sector equality duty under the Equality Act 2010, our Trust must have due regard to the need to:

- (a) eliminate discrimination, harassment and victimisation
- (b) advance equality of opportunity between people who share a protected characteristic and those who do not
- (c) foster good relations between people who share a protected characteristic and those who do not

The duty covers the protected characteristics of race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment. The first part of the duty - the duty to eliminate discrimination, harassment and victimisation - also applies to the protected characteristic of marriage and civil partnership.

This Statement does not form part of any employee's contract of employment and may be amended at any time by the Trust Board. This Statement covers all individuals working at all levels and grades in the Trust, including trustees, governors, principals, senior leadership, employees, consultants, contractors, trainees, part-time and fixed-term employees, volunteers, casual workers and agency staff (collectively referred to as employees in this Statement).

This Statement also applies to all aspects of the employment relationship and covers job advertisements, 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. It also applies to former employees for example in the provision of employment references.

The purpose of this Statement is to set out how we will put our commitment into action and comply with the law, to ensure that inclusion, equality and diversity is promoted in the workplace and our employees, and all others with whom the Trust interacts are not subject to and do not commit unlawful acts of discrimination.

Roles and Responsibilities

- GCET Trust Board has overall responsibility for the effective operation of this Statement and for ensuring compliance with equality legislation.

- Day-to-day operational responsibility has been delegated to the Principal. Regular review in line with legislation and business need is the responsibility of the Trust HR and H&S Committee. Principals will review their own equality objectives in line with the Trust Board on an annual basis. Trustees receive updates through the Equality Working Group and standing items on Governor's meeting minutes.
- All senior leaders within the Trust must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the Statement and promote our aims and objectives with regard to equal opportunities. Senior leaders are expected to undertake appropriate training on equal opportunities awareness, and recruitment and selection best practice.
- All employees have a duty to act in accordance with this Statement and not to discriminate against or harass other employees, always treating them with dignity. They should also apply this to how they treat members of the public in the provision of services and should support the Trust in meeting its commitment to provide equal opportunities for all and positively promoting diversity in the workplace.
- We will provide regular opportunities for employee voice, both quantitative and qualitative and with the intention to improve the experience and representation of employees with protected characteristics
- In line with legislation, we produce a gender pay gap report annually (see website)

Forms of Discrimination

- Discrimination by or against an employee is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally.
- Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics as set out above. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is a genuine occupational qualification (GOQ). The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim. It will only be in exceptional circumstances that this will apply in our Trust. An example of this may be advertising for a female teacher of PE and this may be necessary for monitoring of the changing rooms.
- Indirect discrimination occurs where someone is disadvantaged by a provision, criterion or practice that also puts people with a protected characteristic at a particular disadvantage. Such a requirement will need to be objectively justified.
- Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.

- Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
- Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that a person has a particular protected characteristic irrespective of whether they do have that protected characteristic (this does not include marriage and civil partnership and pregnancy and maternity).
- Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity), by third parties such as parents and carers, clients or customers.
- To address all forms of discrimination, we ensure that all trustees, governors and staff at all levels have their awareness raised in understanding unconscious bias and how it can affect decision-making.

Applying our Statement to recruitment

- We aim to ensure that no job applicant suffers discrimination because of any of the protected characteristics. Our recruitment procedures are set out in our Trust Recruitments and Selection Policy.
- Every panel has at least one member who has completed the Safer Recruitment Training. All panels must take into account unconscious bias when making an appointment.
- Job advertisements should avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying.
- We will take reasonable steps to ensure that our vacancies are advertised to a diverse labour market and, where relevant, to particular groups that have been identified as disadvantaged or underrepresented in our Trust.
- Applicants will never be asked about past or current pregnancy or future intentions related to pregnancy. Applicants will never be asked about matters concerning age, race, religion or belief, sexual orientation, or gender reassignment.
- We are required by law to ensure that all employees are entitled to work in the UK.
- To ensure that this Statement is operating effectively, and to identify groups that may be underrepresented or disadvantaged in our Trust, we monitor diversity data as part of the recruitment process. Provision of this information is voluntary.

Applying our Statement to promotion, pay decisions and conditions of service

- Pay and promotion decisions will be based on an employee's performance skills and experience as detailed in our Pay Statement.
- Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all employees who should have access to them and that there are no unlawful obstacles to accessing them.

Applying our Statement when terminating employment

- We will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.
- We will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal, or other disciplinary action.

Disability discrimination

- If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.
- If you experience difficulties at work because of your disability, you may wish to contact your line manager or the HR Manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty.
- Where reasonable, we will take steps to improve access for employees and others who may use the premises who have a disability.

Breaches of this Statement

- If you believe that you may have been discriminated against or harassed because of your characteristic, you are encouraged to raise the matter through our Grievance Procedure.
- Allegations regarding potential breaches of this Statement will be treated in confidence and investigated in accordance with the relevant procedure.
- Any person who is found to have committed an act of discrimination or harassment will be subject to disciplinary action.

<https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance-schools#:~:text=The%20general%20duty,by%20the%20Equality%20Act%202010.>