

Inspire Partnership Academy Trust

Equality, Diversity and Inclusion Statement

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Approved by:	Trust Board
Policy Owner:	Head of HR
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1. Introduction

- 1.1. Inspire Partnership Academy Trust (“the Trust”) is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.
- 1.2. The aim is for all the Trust’s workforce to be truly representative of our school communities, and for each employee to feel respected and able to give their best.
- 1.3. The Trust in providing education to the pupils in our schools is also committed against unlawful discrimination of persons in our local communities.
- 1.4. The equality, diversity and inclusion statement is fully supported by senior leadership, Trustees and Governing bodies across the Trust.

2. Our statement purposes

- 2.1. This statement’s purpose is outlined that the Trust will:
 - 2.1.1. Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.
 - 2.1.2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - 2.1.2.1. age
 - 2.1.2.2. disability
 - 2.1.2.3. gender reassignment
 - 2.1.2.4. marriage and civil partnership
 - 2.1.2.5. pregnancy and maternity
 - 2.1.2.6. race (including colour, nationality, and ethnic or national origin)
 - 2.1.2.7. religion or belief
 - 2.1.2.8. sex
 - 2.1.2.9. sexual orientation

- 2.1.3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - 2.1.3.1. pay and benefits
 - 2.1.3.2. terms and conditions of employment
 - 2.1.3.3. dealing with grievances and discipline
 - 2.1.3.4. dismissal
 - 2.1.3.5. redundancy
 - 2.1.3.6. leave for parents
 - 2.1.3.7. requests for flexible working
 - 2.1.3.8. selection for employment, promotion, training or other developmental opportunities

3. Our commitments

3.1. To support the achievement of the [Trust equality objectives](#) and [Inclusion charter](#) the Trust commits to:

- 3.1.1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
- 3.1.2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities as outlined under the equality, diversity and inclusion statement. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

- 3.1.3. Take serious complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- 3.1.4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- 3.1.5. Make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- 3.1.6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the statement to take account of changes in the law.
- 3.1.7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion statement.

Monitoring will also include assessing how the equality, diversity and inclusion statement, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

4. Our Disciplinary, Grievance and Whistleblowing Procedures

- 4.1. Details of the organisation's grievance and disciplinary policies and procedures can be found on the Trust's Portal. This includes with whom an employee should raise a grievance – usually their line manager.
- 4.2. Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.
- 4.3. Additionally, the Trust Whistleblowing Policy provides a safe, confidential, and protected mechanism for all individuals associated with the organisation (including employees, contractors, and agency workers) to raise concerns about serious wrongdoing that is in the public interest

5. Statement Approval

- 5.1. This statement will be reviewed every three years. These procedures have been agreed by the Board of Trustees, who will approve them whenever reviewed.