



# The Kemnal Academies Trust

## Diversity, Equal Opportunities and Inclusion

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# 1. Introduction

- 1.1 The Kemnal Academies Trust (TKAT) is proud of the richly diverse backgrounds of employees, pupils and their families across our network of Academies. Each school seeks to engage positively with its local communities and will develop its own strategies to best achieve this. To support this aim, TKAT Academies also share a commitment toward a set of core values to ensure fairness, equality of opportunity, inclusion and promotion of diversity across the organisation.
- 1.2 TKAT recognises that, as a public service organisation, we have a responsibility to the diverse communities we serve and a need to ensure and promote a positive working environment for all our employees.
- 1.3 TKAT is committed to equal opportunity for all employees and job applicants. Our policies are intended to apply fair and non-discriminatory practices in recruitment, selection, training, conditions of service, career development and promotion, pay and pay progression.
- 1.4 Equal opportunity legislation seeks to eliminate unlawful discriminatory practices. TKAT aims to promote a positive working environment where employees show respect for one another both within the workplace and when interacting with pupils, parents and other members of the public.

## 2. Equality

2.1 The Equality Act 2010 came into effect from 1st October 2010 and contains an integrated Equality Duty on all public bodies, bringing together existing duties on race, gender and disability and extending to cover gender reassignment, age, religion or belief and sexual orientation, among others. Public bodies must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between different groups
- Foster good relations between different groups

2.2 TKAT recognises the importance of Diversity, which to us means that people are different and bring a diverse and valuable pool of talents to the workforce. We also recognise the importance of people being treated equally and fairly regardless of, for example:

- Age
- Disability
- Gender Reassignment
- Marriage/Civil partnership
- Race, including colour, nationality, ethnic or national origin.
- Religion and Belief, including no religion and belief

- Caring responsibilities
- Gender
- Sexual Orientation
- Trade Union or political beliefs
- Geographical location (urban or rural)

2.3 TKAT will not discriminate, either directly or indirectly, because of any protected characteristic and will build a culture that values meritocracy, openness, fairness and transparency.

## 3. In Practice

3.1 Academies will seek to establish close relationships with their communities to discover how we can better support their needs, and deliver our services.

3.2 We will ensure that diversity and equality are integrated into all our existing policies, procedures and guidance. These will be regularly reviewed and amended to ensure they conform to new legislation, are fair and reflect current best practice. We will also consult and work with appropriate agencies and organisations, trades unions and employee support groups to ensure that the needs of minority groups within our community are met.

3.3 We will ensure that all employees and managers are made aware of their responsibilities in respect of this policy and we will encourage the reporting of any instances of harassment, bullying, discrimination and victimisation. Behaviour, actions or words that transgress the policy will not be tolerated and will be addressed in line with the organisation's disciplinary policy.

3.4 We will apply this policy fully, fairly and consistently across the organisation making sure that as a minimum we meet and comply with national statutory duties related to our workforce and the community that we serve.

3.5 TKAT believes that Trade Unions play an important role in promoting diversity and equality of opportunity and will work proactively with representative bodies to promote and achieve best practice in this area.

3.6 TKAT will actively look to gather workforce data relating to equality and diversity in order to benchmark against similar organisations and local demographics, to identify areas of concern and to inform us of where we can best deploy our resources to improve equality of opportunity.

3.7 TKAT will review policies, criteria and practices regularly to ensure that the Public Sector Equality Duty is being met.

3.8 The Trust will ensure that all managers are aware of their duties in respect of the Equality Act 2010, both in respect of direct discrimination, but also in terms of the potential for policies, criteria

and practices to lead to indirect discrimination in areas such as pay and appraisals, working schedules and career opportunities.

## 4. Rights and Responsibilities

4.1 SLT members are responsible for implementing this policy in their area of service delivery, promoting equality and challenging unacceptable behaviours.

4.2 Every employee has a responsibility for learning, understanding and acting in the spirit and harmony of this Policy, setting high standards for others to follow.

4.3 Every employee has the right to be treated fairly and the right to work in a positive bullying and harassment free environment. They also have the right to be protected from bullying and harassment by the public.

4.4 Every member of the public from every community has the right to be treated with dignity and respect by employees of TKAT.

4.5 Every employee has the right to expect that employment practices and procedures will not discriminate against them on the grounds of any protected characteristic and to have equal opportunities in terms of career progression, pay and training.

## 5. The TKAT Values

5.1 TKAT employees are expected to exhibit behaviours that support the core values of the organisation: -

**Passion** – A drive and desire to work in the best interests of pupils, to improve their life chances and support the provision of outstanding teaching and learning across the organisation.

**Collaboration** – To work proactively with TKAT colleagues, families, local Academies and schools and external organisations to develop the most efficient and effective opportunities to support positive learning outcomes.

**Integrity** – To respect the diverse backgrounds of all TKAT employees, pupils and local families and to encourage inclusion and engagement of minority groups. To act in a professional manner inside and outside of work and to challenge and/or report discriminatory behaviour.

**Delivery** – To deliver on our commitments to the best of our ability, to learn from our experiences and to continuously improve on our educational provision to pupils.

5.2 Types of negative behavior around diversity that could require investigation under the TKAT disciplinary procedures may include, but are not limited to, the following: -

- Comments and actions that may seek to target an individual, or group of individuals, who may possess (or be assumed to possess) one or more of the characteristics outlined in Section 2 of this Policy.
- Comments to pupils, employees or members of the public that may be considered intolerant, discriminatory or offensive in nature.
- Criminal or other actions that are not compatible with a pupil-facing or public-facing role.
- Actions that may jeopardise the reputation and integrity of the Academy / organisation and its standing in the local community.
- Seeking to unduly influence the opinions of pupils on subjects of a political or sensitive nature.

5.3 TKAT expects all Teachers to comply with the Department for Education's guidance on Personal and Professional Conduct as contained within the DfE's Teachers' Standards document.