



Confederation of School Trusts

Equal Opportunities Policy

INTRODUCTION

CST is committed to equal opportunities and non-discriminatory procedures and practices both as an employer and in all its activities, internal and external.

The purpose of this Equal Opportunities Policy is to communicate our commitment to equality of opportunity in employment, with the aims of ensuring that all employees and job applicants are treated fairly and equally, and supporting CST's objective of providing a working environment that is free from all forms of discrimination.

The policy applies to all staff, including employees and other workers, such as agency workers, temporary workers and contractors. All staff are expected to put this policy into practice.

This policy does not form part of employees' contracts of employment and the Board may amend it at any time.

POLICY STATEMENT

CST is fully committed to providing equality in the workplace and all opportunities for, and during employment, will be afforded to individuals fairly and irrespective of age, disability, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, race including colour, ethnic or national origins and nationality, religion or belief or sexual orientation ("the protected characteristics").

We aim to create a working environment that is free from discrimination and harassment in any form, in which all staff are treated with dignity and respect.

CST will not unlawfully discriminate in the arrangements we make for recruitment and selection or in the opportunities afforded for employment, training or any other benefit. All decisions will be made fairly and objectively. We aim, as far as reasonably practicable, to ensure that all our working practices are applied fairly and consistently and, where necessary, we will take reasonable steps to avoid or overcome any particular disadvantage these may cause and to promote equality.

CST respects an individual's right to choose whether or not to belong to a trade union and membership status will have no bearing on an applicant's suitability for employment or result in any detrimental treatment when working for the Charity.

September 2018

Charitable Company Limited by Guarantee, Registered in England, Charity Number 1107640, Company Number 05303883
VAT Registration Number 270 0880 18

CST Registered Office; George Spencer Academy, Arthur Mee Road, Stapleford, Nottingham NG9 7EW - Tel 0115 917 0142



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SPECIFIC RESPONSIBILITIES

The CST Board has overall responsibility for the effective operation of this policy and for ensuring compliance with the Equality Act 2010 and associated legislation and for observing relevant Codes of Practice.

The Chief Executive Officer is responsible for monitoring and reviewing the policy and for ensuring that all employment-related policies, procedures and practices adhere to this policy.

All staff have a responsibility not to discriminate or harass other staff, Member of CST and service users and to report any such behaviour of which they become aware to their Manager.

Managers are responsible for implementing the Equal Opportunities Policy and must apply the policy as part of their day-to-day management responsibilities.

FORMS OF UNLAWFUL DISCRIMINATION

The following are forms of discrimination that this policy aims to avoid:

- **Direct Discrimination** occurs when a person is treated less favourably because of a protected characteristic that they either have or are thought to have. Direct discrimination can also occur by way of association, which is when a person is treated less favourably because, for example, their spouse or partner or other relative has the protected characteristic.
- **Indirect Discrimination** occurs when a provision, criterion or practice is applied equally to everyone, but has a disproportionately adverse effect on people who share a particular protected characteristic. A person with the protected characteristic who is disadvantaged in that way has the right to complain.
- **Victimisation** occurs where someone is treated unfavourably because he/she has raised a complaint under this policy or taken legal action, in relation to any alleged act of unlawful discrimination, against the Charity or because he/she has supported someone else in doing this.
- **Harassment** is unwanted conduct that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Harassment can take many different forms and may involve inappropriate actions, behaviour, comments, emails or physical contact that causes offence or are objectionable. Harassment may involve a single incident or persistent behaviour that extends over a period of time and can occur even if someone did not mean to cause offence. It also means that a person can be subjected to harassment by behaviour that is not aimed at them directly but which they nonetheless find unpleasant. Harassment is always

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unacceptable and where it relates to a protected characteristic it amounts to an unlawful act of discrimination.

- **Discrimination arising from Disability** - In addition to the above, it is unlawful to treat a person unfavourably because of something that is the result, effect or outcome of their disability, unless the treatment is necessary and can be objectively justified. Furthermore, employers have a duty to make reasonable adjustments to ensure that disabled applicants, employees or other workers are not substantially disadvantaged.

CREATING EQUAL OPPORTUNITIES IN THE WORKPLACE

There are a number of ways in which CST aims to ensure equal opportunities in the workplace, including:

- **Recruitment and selection**

Recruitment and selection procedures will be free from bias or discrimination. Recruitment procedures will be conducted objectively and will be based upon specific and reasonable job-related criteria. Decisions regarding an individual's suitability for a particular role will be based on aptitude and ability.

We will consider making appropriate reasonable adjustments to the recruitment process to ensure that disabled applicants are not substantially disadvantaged.

- **Career development and training**

All staff will be given an appropriate induction to enable them to fulfil the responsibilities of their role.

All employees will be encouraged to develop their potential and we will not unreasonably deny an employee access to training or other career development opportunities. These will be identified as part of an ongoing performance management process and will be determined objectively, taking into account the needs of the business and available resources.

Selection for promotion will be based on objective criteria and decisions will be made on the basis of merit.

- **Terms and conditions**

Our terms and conditions of service will be applied fairly and benefits and facilities will be made available to all staff who should have access to them, as appropriate.

- **Employment policies and practices**

CST aims to ensure that employment policies and practices, including any rules or requirements, do not directly or indirectly discriminate and are applied in a non-

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discriminatory manner. In particular we will ensure that all disciplinary decisions are fair and consistent.

CST will consider making appropriate reasonable adjustments to the working environment or any work arrangements that would alleviate any substantial disadvantage these cause disabled staff.

We will aim as far as reasonably practicable to accommodate the requirements of different religions and cultures and will consider requests from employees to vary or change their working hours to enable them to care for a dependant.

REVIEW

This procedure may from time to time be reviewed and amended or updated in the light of working experience, employment law and case law and the circumstances of the Charity. An up-to-date copy will be retained in the workplace for employees' perusal.

Authorised signatory

Date 21 September 2018; Revised 2 November 2018

Date of review: July 2019

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