


Equality and Diversity Policy	
Ebor Academy Trust	
Reviewed	September 2022
Next review date	September 2023
Signed	 Sue Hinchcliffe Director of Apprenticeships



Introduction

Ebor Academy Trust, is committed to advancing equality of opportunity for all.

EAT will treat all employees, employers and apprentices with respect and dignity, and seeks to provide a working and learning environment free from discrimination, harassment or victimisation.

EAT will seek to eliminate discrimination on grounds of age, class, disability, employment status, ethnic origin, gender, marital status, pregnancy and maternity, nationality, religion, sexual orientation, gender reassignment or special needs.

Scope

This policy applies to all employees, learners, managers and stakeholders working and learning on all sites belonging to or used by EAT.

Key Principles

EAT recognises and accepts the legal responsibilities laid down in current legislation, including:

- Equality Act 2010
- The Sex Discrimination Acts 1975 and 1986
- The Race Relations Act 1976
- Race Relations Amendments Act 2001
- Disability Discrimination Act 1995
- The Special Educational Needs and Disability Act 2001
- Equal Pay Act 1970 and Equal Pay (Amendment) Regulations 1983
- The Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Employment Relations Act 1999
- Human Rights Act 1998
- The Learning and Skills Act 2000
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion or Belief) Regulations 2003

We will:

- Celebrate the diverse nature of our society
- Promote equality of opportunity to all learners and support them to achieve their professional and personal goals
- Promote good relations between all persons regardless of difference
- Tackle and challenge inequality, prejudice and discrimination in all its forms

Responsibilities

Under the terms of this policy, the Director of Apprenticeships has overall responsibility for the management and implementation of the policy supported by training staff, Ebor Academy Trust managers and trustees.

The Director will:

- Ensure the effective implementation of the policy
- Communicate the policy and its implications to staff, learners and other stakeholders at induction and throughout the academic year



- Ensure staff, learners and employers are aware of the value placed upon equality of opportunity and that action will be taken in the event of any breach of policy.
- Organise the delivery of relevant training for staff
- Monitor the operation of the policy
- Take any remedial actions as required and implement action plans to resolve
- Evaluate performance

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as:

- The investigation of reported incidents of racism or racial harassment
- Equality and diversity objectives
- Timescale for implementing each objective
- Success criteria
- Resources available
- Monitoring and review arrangements

EAT will allocate dedicated time for staff to receive ongoing training and development.

Commitment

EAT will treat all employees, employers, learners and stakeholders with respect and dignity and strive to provide a working and learning environment which is free from discrimination, victimisation or harassment.

We will not tolerate any form of discriminatory behaviour towards our employees and learners from other employees, learners, employers or members of the public.

Discrimination is unlawful and disciplinary action will be taken against those who do not comply, as detailed within EAT Disciplinary Procedure.

We will ensure the service EAT provides is inclusive and responsive to the individual needs of our service users.

We will promote and embed the importance of recognising and supporting equality and diversity in all aspects of our provision.

We will ensure that our learning and assessment processes are appropriate and designed to accurately reflect the needs of both staff and learners.

We will ensure that no employee, job applicant or candidate for promotion will be disadvantaged, or treated less favourable on grounds of age, disability, family responsibility, marital status, race, colour, ethnicity, nationality, religion or beliefs, or sexual orientation.

Reasonable adjustment will be made to ensure equal access for disabled staff and potential candidates.

EAT will ensure that all learners and potential learners are treated with equality and fairness by:

- Ensuring that the design and delivery of teaching and learning is inclusive and responsive to identified needs.
- Provide additional support to both individuals and groups.



- Offer learners flexibility in terms of recording and evidence gathering.
- Identifying and eliminating barriers to access (physical, organisational, attitudinal).

Students can expect:

- Inclusive learning practices, which acknowledge differences in students' learning styles and abilities.
- Learning materials free from bias, which celebrate diversity and challenge stereotyping.
- All instances of bullying, harassment or discrimination to be taken seriously and fully investigated, with appropriate action taken.
- To be treated with respect and courtesy at all times.
- A learning environment where differences are not only respected but are celebrated.
- Equality of opportunity to participate in organised events, where appropriate.
- Reasonable adjustments and support to achieve learning aims.

Staff will be expected to:

- Adhere to the aims and principles of this policy.
- Challenge and report all instances of bullying, harassment and discrimination.
- Lead by example in demonstrating understanding of, and respect for difference.
- Be courteous, respectful and treat all colleagues, employers, learners and stakeholders without discrimination.
- Contribute to the development of a learning environment free from discrimination, victimisation and harassment.

Monitoring

EAT will monitor learner applications, enrolment, retention and achievement by gender, race, age and disability.

Ethnic group information will be recorded on the basis of each individual's self-identification.

Such information will be treated as sensitive and confidential, its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. No attempt will be made to encourage individuals to provide this data.

Compliance

Breaches of the policy will be dealt with in accordance with the disciplinary procedure set out in the relevant policy.

If a learner or potential learner believes that they have not been treated fairly, due to prejudice or discrimination they should invoke the complaints procedure.

If an employee believes they have not been treated fairly, due to prejudice or discrimination they should invoke the grievance/harassment procedure, as appropriate.

All staff are responsible for ensuring that incidents of discriminatory behaviour are recorded and referred to the Director.