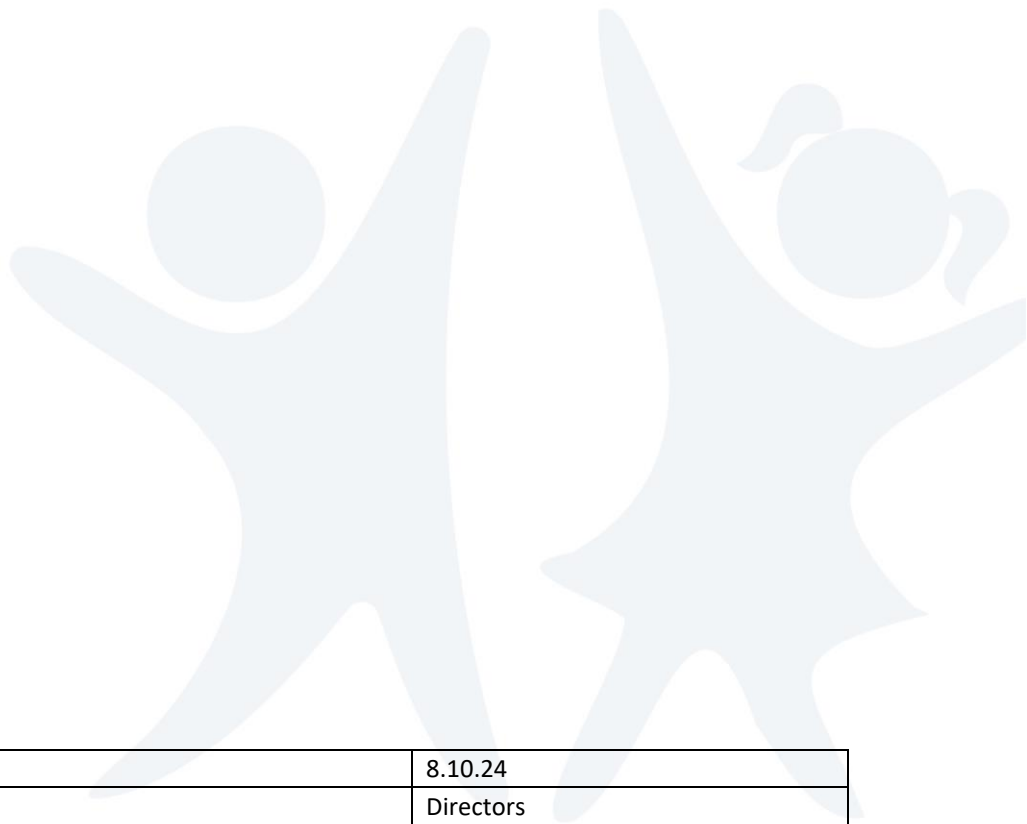


# Equality and Information Objectives Statement 2024-28



Date approved:	8.10.24
Approved by:	Directors
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This policy is scheduled for review on:	Every 4 years or on updates

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## Policy Statement

Manor Multi Academy Trust (MMAT) (**'we' / 'our' / 'us'**) are dedicated to fostering a culture that embraces diversity, equity, and inclusion. We strive to create a working environment where every employee, pupil and member of our community is treated with dignity and respect. In alignment with our Public Sector Equality Duty (PSED) and the Equality Act (2010), we are committed to:

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity.
- Fostering good relations among individuals who share protected characteristics.

Bullying, harassment, discrimination, and victimisation are unlawful, and will not be tolerated at any level in any shape or form within our Trust and community we serve.

We will not discriminate against, harass or victimise any employee, pupil, prospective pupil, or other member of the Trust community based on their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our Trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## Aims to Eradicate Discrimination

Our diverse communities require us to deliver education in a manner that is fair and fully respects this diversity. We believe that recognising the uniqueness of individuals leads to greater success for our employees, pupils and members of our community.

We are committed to delivering education in a way that is fair and respectful of individual needs. We are dedicated towards creating an inclusive environment where individuals feel confident and at ease. This environment will be achieved by:

- Being respectful
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness
- Challenging bias and calling it out in order to move the conversation forward

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

## Dealing with Prejudice and Celebrating Diversity

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our Trust with the utmost severity. When an incident is reported, we are committed to ensuring that the appropriate action is taken, and a resolution is put into place which is both fair and firm.

Pupils in our Trust are taught to be:

- Understanding of others
- Celebratory of diversity
- Eager to reach their full potential
- Inclusive
- Aware of what constitutes discriminatory behaviour

Our employees will not:

- Discriminate against any member of the community
- Treat other members of the community unfairly

Our employees will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example
- Seek training if they need to improve their knowledge in a particular area

Throughout the year, we provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days
- Inviting guest speakers to talk to pupils about diversity
- Incorporating lessons about diversity into the curriculum

## Equality and Dignity in the Workplace

We do not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of our Trust community. All staff members are obliged to act in accordance with the Trust's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

## Diversity and Representation

Aligned within our People Strategy we are committed to building a diverse workforce where we can leverage different skills and perspectives to improve decision-making that will better meet the needs of our employees, pupils and community. Increasing our diversity and building an inclusive workplace will positively contribute towards us becoming more creative and innovative, enhancing our ability to attract, retain and grow talent from different backgrounds and with different characteristics.

We fully recognise that our culture will come from our behaviours. We are committed to enhancing our behaviours to ensure that everyone is recognised for the value and enrichment that a diverse workforce representative of our community can bring.

## Inclusion

We will operate a framework of inclusive recruitment practices and will take actions to consider the needs of people from different backgrounds, to support our commitment to embedding an inclusive culture.

We aim to build a diverse workforce to improve decision-making, meet the needs of our employees, pupils, and community, and foster creativity and innovation. Our recruitment practices will support an inclusive culture by:

- Avoiding stereotypical or discouraging job advertisement language
- Advertising vacancies across a diverse labour market
- Monitoring applicant demographics to address underrepresentation and avoid discrimination
- Ensuring recruitment panels receive appropriate equal opportunities training

We will align recruitment and selection practices with our drive to engage diverse, talented individuals from many different heritages and backgrounds, taking positive action to remove unjustified barriers to meet the needs of disadvantaged and under-represented groups.

We will monitor applicants' ethnicity, gender, disability, sexual orientation, religion and age to identify groups that may be underrepresented or disadvantaged as part of our recruitment process. Provision of this information will be voluntary and will be removed from applications before the shortlisting process. We will analyse the data to enable the appropriate steps to be taken to avoid discrimination and improve equality and diversity to create a more inclusive workforce.

We will take action wherever we find harassment, victimisation and discrimination or disadvantage so that we can provide equal access to jobs and opportunities.

## Equality Objectives

**For 2024-28, our Equality Objectives are:**

### **Recruitment and retention strategy**

1. To ensure inclusive policy and practice to attract a wider and more diverse workforce and to actively retain talent and diversity
  - Implement strategies to attract and recruit a diverse workforce
  - Promote the Trust as an employer of choice through positive online presence, community engagement and showcasing our success stories.
  - Develop a Trust led recruitment process
  - Review the recruitment methods, developing engaging adverts and consider if they are reaching the right level of talent
2. Create the conditions for all children and staff to flourish using all stakeholders' voice to shape expectations and areas for development.
  - Address any behaviours that do not support our approach.
  - Develop a more robust process for collating themes from exit interviews / questionnaires
  - Identify high performing talent across the Trust providing opportunities for personal development.

### **Equality, diversity and inclusion (EDI)**

1. To establish a Trust wide EDI network which drives self-review and identifies key areas for improvement to support EDI.
2. Clear EDI vision and values which promotes an inclusive and diverse culture shared at our annual Trust conference.

### **Wellbeing**

1. Trust wide approach to implement flexible PPA for teachers supporting work-life balance for teachers and support staff.
2. Targeted introduction and development of "Chimp management" to support peoples' individual and collective mental health, providing clear strategies that builds mental health awareness and strategies for stress management.

Prejudice is not tolerated. Our People Strategy and Dignity at Work Policy further outline our commitment towards achieving a more inclusive and respectful environment for our community.

We will regularly review our policies and procedures to ensure that they are fair and objective and are not directly or indirectly discriminatory.