



# Equal Opportunities Statement, Staff

Person responsible for policy: HR Director

Reviewed: March 2020

Review Date: March 2022

## **Introduction**

The River Learning Trust is committed to promoting equality and respect regardless of age, disability, sex, gender reassignment, marriage and civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity.

The Trust understands the principal of the Equality Act 2010 and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

## **Statement of commitment**

The Trust, the local Governing Bodies and the Schools within the Trust are all committed to a policy of equality, and aim to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of age, disability, sex, gender reassignment, marriage and civil partnership, race, religion or belief, sexual orientation, pregnancy or maternity.

Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated. The Trust aims to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. Equality of opportunity cannot be realized without the involvement and commitment of all members of the school community, and a common understanding of the pivotal role of equal opportunities in the context of the Trust's principles, in particular the recognition that the role of all staff is crucial in the delivery of this policy.

## **Aims and Objectives:**

All members of the Trust's community are committed to work to:

- eliminate discrimination,
- advance equality of opportunity
- foster good relations

Each school within the Trust will devise their own Equality plan, outlining specific plans and areas for action. A Trust 'Equality supporting material' pack is available for schools to help draw up the plan.

## **Trust Wide Measures:**

In order to ensure the elimination and prevention of discrimination and the promotion of equality of opportunity in employment the Trust will follow the guidelines below:

1. In all staff appointments the best candidates will be appointed based on strict professional criteria.
2. Decisions on pay, promotion and advancement opportunities will be based on strict professional criteria.
3. The Trust is a family friendly employer, and will do its best to respond to the changing needs of all staff by publicising schemes designed to support staff in

- combining work and other responsibilities (parental leave arrangements, carer's leave provision, flexible working etc).
4. All employment processes, such as appraisals of employee performance or the operation of grievance disputes and disciplinary procedures will be undertaken with a view to ensuring equality and eliminating discrimination.
  5. The Trust will provide equal access to training and development opportunities for all staff, including those in part time roles, on the basis of their assessed training needs.
  6. Equal opportunities implications will be considered and recorded whenever a Trust or school policy is developed or renewed.
  7. The Trust will support individuals who have made allegations or complaints of any behaviour which is perceived as contrary to this Equal Opportunities statement.

### **Additional support**

Staff who have concerns relating to the issues raised within this statement should talk to their manager in the first instance. Additional support can also be provided by the Trust's HR Director.

### **Related Policies**

- Dignity at Work