



Transforming Lives

EDUCATIONAL TRUST

**Equality and  
Diversity Policy**

**September 2023**



## Version Control

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<b>Author:</b>	J.Higham	
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## 1 – The TLET Way

Transforming Lives Educational Trust (TLET) is a family of academies. Every TLET policy is rooted in and reflects our ambitions for pupils, students and wider stakeholders alike. Our ambitions are to **Nurture Potential, Inspire Community and Deliver Excellence.**

### OUR AMBITIONS -

**As a Trust family, our shared ambitions drive everything we do, we call this ‘The TLET Way’.**

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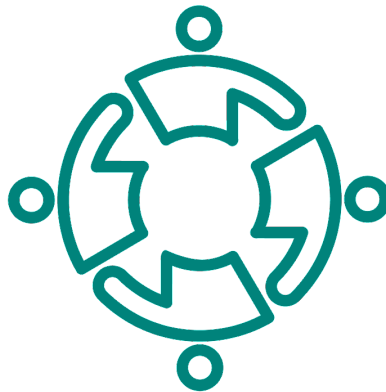
Through the transformative values of courage, kindness and loyalty, together we:



#### NURTURE POTENTIAL

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We flourish in the places we create together.



#### INSPIRE COMMUNITY

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We champion each other to make a difference.



#### DELIVER EXCELLENCE

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We strive to achieve our best.

## 2 – Definition of Terms

- 2.1 **Equality**, for the purposes of this policy, refers to providing equal opportunities to everyone and protecting people against discrimination.
- 2.2 **Diversity**, for the purposes of this policy, refers to recognising, respecting and valuing difference.
- 2.3 **Maternity**, for the purposes of this policy, refers to the period in which a woman is pregnant or has recently given birth to a child.
- 2.4 **Paternity**, for the purposes of this policy, refers to the legal father of the child, or soon to be, in the case of adoption or surrogacy arrangement.
- 2.5 **Adoption**, for the purposes of this policy, refers to the taking of legal responsibility for a child, who will be taken care of as your own.
- 4.6 **Surrogacy**, for the purposes of this policy, refers to an arrangement between a woman (the birth mother) and another person or couple (the intended parents) where the birth mother agrees to become pregnant with a child for the intended parents.

## 3 – Rationale and Statutory Requirements

This policy supports the Trust in meeting its obligations under the Equality Act 2010.  
<https://www.legislation.gov.uk/ukpga/2010/15/contents>

## 4 – Scope

This policy refers to.....

<b>Parents/Carers</b>		<b>Trustees</b>	✓
<b>Employees</b>	✓	<b>Volunteers</b>	
<b>Pupils/Students</b>		<b>Visitors</b>	
<b>Governors</b>	✓	<b>Community</b>	

## 5 – Principles

### 5.1 Equality and Diversity

5.1.1 TLET is an equal opportunities employer and is opposed to all forms of discrimination.

5.1.2 We are determined to ensure that:

- Everyone working in or coming into contact with TLET is treated fairly and not discriminated against on any of the grounds outlined in paragraph 5.2.3;

- Our employment practices comply fully with current equalities legislation and associated codes of conduct.
- Decisions on recruitment and selection, promotions, training and any other benefit is made objectively, without unlawful discrimination and based upon objective criteria.

5.1.3 TLET aims for its workforce, including volunteers, to reflect the diverse society which the Trust serves and to provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.

5.1.4 TLET recognises that the provision of equality of opportunity in all our activities will benefit the Trust. This policy will help all staff to develop to their full potential and the talents and resources of staff will be utilised fully to maximise the effectiveness of the work of the Trust.

5.1.5 All employees are expected to co-operate fully with this policy and any member of staff found to have committed an act, or acts, of discrimination or harassment will be dealt with under the **TLET Staff Disciplinary Policy**. Proven discrimination or harassment will lead to summary dismissal.

## 5.2 Diversity Commitment - Valuing Diversity

5.2.1 The Trust is committed to building a workforce which reflects the diversity of the communities it serves and values the contributions of all staff from a wide range of backgrounds.

5.2.2 TLET actively seeks to promote an environment that is free from discrimination and harassment and where all staff and pupils are encouraged to fulfill their potential.

5.2.3 It is our policy to promote equality to all irrespective of protected characteristics including but not limited to:

- Age;
- Disability;
- Pregnancy and maternity / paternity leave, including adoption and surrogacy;
- Sexual orientation;
- Race (including nationality; ethnic or national origin);
- Sex;
- Gender reassignment;
- Marital Status;
- Religion or belief;

5.2.4 We also promote the non-discrimination of trade union membership.

## 5.3 Equality Commitment - Recruitment and Selection

5.3.1 All recruitment will be carried out in accordance with the **TLET Governance Recruitment Policy** and the **TLET Safer Recruitment Policy**, which are aimed at ensuring that the most suitable candidate is appointed fairly to the job.

5.3.2 All advertisements will state that TLET values equality and diversity. Selection will be based on objective and job related criteria, and the successful candidate will be chosen on their merits and abilities.

5.3.3 Applicants will be asked to complete a Diversity, Equality and Inclusion form as part of their application. This information will be separated from the application form and will be used for monitoring purposes only.

5.3.4 Our recruitment and selection practices comply with all appropriate employment law legislation and will be amended to reflect any subsequent legislative changes.

#### **5.4 Equality Commitment - Immigration, Asylum and Nationality Act 2006**

5.4.1 In order to comply with the provisions of the Immigration, Asylum and Nationality Act 2006, the Trust will take steps to ensure all staff are eligible to work in the United Kingdom.

5.4.2 Successful candidates will be asked to produce original and specified documents before a confirmed offer of employment is provided.

#### **5.5 Equality Commitment - Safeguarding Vulnerable Groups Act 2006**

5.5.1 In order to comply with the provisions of the Safeguarding Vulnerable Groups Act 2006, and in order to safeguard and protect the welfare of all the pupils in our care, we will ensure safer recruitment practices are followed, as outlined in the **TLET Safer Recruitment Policy**.

5.5.2 As such all employees, agency workers, contractors, volunteers (including those in a governance role), casual and supply staff will be required to provide relevant information for the Trust's / specific Academy's safeguarding register to confirm their sustainability to work with children.

#### **5.6 Equality Commitment - Terms and Conditions of Employment**

5.6.1 TLET's Terms and Conditions of Employment will be monitored to ensure that they are consistent with this policy.

#### **5.7 Equality Commitment - HR Policies and Procedures**

5.7.1 TLET's HR policies and procedures will be reviewed regularly to improve, amend or adapt current practices to promote equality of opportunities at the Trust.

5.7.2 TLET's HR policies and procedures will be applied consistently and fairly to all staff.

5.7.3 TLET's HR department will ensure that TLET employees have access to a range of policies designed to support and encourage flexibility, equality and diversity in the workplace.

#### **5.8 Equality Commitment - Staff Training and Professional Development**

5.8.1 All employees will have equal access to training and development opportunities, including promotions / secondments.

5.8.2 All new employees will be provided with an induction pack which will include a reference to this policy, as well as the Public Sector Equality Duty Statement.

### **6 – Policy Statement**

6.1 This policy confirms TLET's commitment to equality and to valuing diversity, both as an employer and as a provider of education.

6.2 This policy outlines the fair employment and monitoring practices that TLET is committed to follow in

order to support its equality and diversity aims.

## 7 – Procedure

### 7.1 Implementation

7.1.1 Academy Principals and Chairs of the Local Governing (**LGB**) Boards have specific responsibility for the effective implementation of this policy at academy level.

7.1.2 The TLET Trust Board, CEO and HR Department are responsible for the effective implementation of this policy at Trust level.

7.1.3 We expect all employees to abide by the policy and help to create an environment in which equality and diversity are promoted and valued.

7.1.4 In order to implement this policy we shall:

- communicate the policy to all staff through staff briefings;
- ensure the policy is used as a means of raising and discussing the issues covered in this policy on a periodic basis to ensure that all staff remain fully aware of their responsibilities in relation to equality and diversity.
- endeavour, through appropriate training, to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants.

### 7.2 Complaints

7.2.1 Complaints should be made, and will be investigated, in accordance with the guidance found in the **TLET Complaints Policy**.

## 8 – Monitoring

8.1 It is the responsibility of the Trust Board and those to whom it delegates the authority, to ensure that the principles and procedures of this policy are adhered to. The use of this policy will be subject to routine monitoring to ensure its fidelity in practice. The evidence gathered from monitoring shall inform any reviews and future revisions to the policy, which will be carried out at regular intervals and no later than as stated on Page 2 of this policy.

## 9 – Related Documents

TLET Complaints Policy

TLET Governance Recruitment Policy

TLET Safer Recruitment Policy

TLET Staff and Volunteer Behaviour (Code of Conduct) Policy

TLET Staff Disciplinary Policy

TLET Staff Grievance Policy

[Equality Act 2010](#)