

Alliance of Leading Learning Equality, Diversity, and Inclusion Policy

The purpose of the policy:

When developing policies and procedures, services or when carrying out day to day functions, give due regard to the Equality Acts, Public Sector Equality Duty 3 Aims to:

1. Eliminate unlawful discrimination
2. Advance equality of opportunity and
3. Foster good relations between people from different groups

This will require the Alliance of Leading Learning to:

- When developing, implementing or monitoring its services and policies, to consider the impact on the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- recognises these responsibilities in relation to a range of other stakeholder groups including staff, customers/delegates, carers, visitors, business partners and regulatory bodies.
- make reasonable adjustments in relation to employment and in accessing our services so that people with a disability are included and can contribute free from disadvantage.
- have a workforce that is representative of the communities we operate within
- embed the public sector equality duty within the organisations governance and decision making process.

The organisation commits to:

- Training managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equality of opportunity in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law. This may include implementing positive action initiatives to address any imbalance of opportunity or disadvantage that an individual with a protected characteristic could face during the recruitment process.
- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by ALL Executive Board and senior management and has been agreed with employee representatives.

Details of the organisation's grievance and disciplinary policies and procedures can be found by contacting the HR Manager of The Marches Academy Trust. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the organisation's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.