



Equality & Diversity Policy

Fairfax Multi-Academy Trust

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1. Introduction

- 1.1 The Fairfax Multi-Academy Trust (FMAT) is committed to providing high quality teaching and learning for our students. The Trust recognises the importance of valuing and promoting equality and diversity for all employees and job applicants as well as avoiding unlawful discrimination in employment and delivery of services.
- 1.2 The Trust aims to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment and in which all decisions are based on merit. The Trust also values diversity and recognises the varied contributions that a diverse workforce brings to an organisation. The Trust is committed to drawing on different perspectives and experiences of individuals which will add value to our work.
- 1.3 The principles of non-discrimination also apply to how the Trust expects employees to treat their colleagues, students, parents and carers, visitors, clients, customers, suppliers, Members, Directors and Academy Associates and former employees regardless of whether the legal protection of having a protected characteristic applies.
- 1.4 This policy complies with the requirements of the Equality Act 2010. Under the general public sector equality duty of the Equality Act 2010, our Trust must have due regard to the need to:
 - (a) Eliminate discrimination, harassment and victimisation;
 - (b) Advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - (c) Foster good relations between people who share a protected characteristic and those who do not.

The duty covers the protected characteristics of race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment. The first part of the duty - the duty to eliminate discrimination, harassment and victimisation - also applies to the protected characteristic of marriage and civil partnership. As part of the Trust's duty, a summary of anonymised information relating to our employees, who share a relevant protected characteristic and who are affected by the Trust's policies and practices, is published on our website. The gender pay gap is also published in line with the regulations.

- 1.5 As part of the application of this policy, the Trust processes personal data collected in accordance with its data protection policy. Data collected is held securely and accessed by, and we will comply with the requirements of the Data Protection Legislation (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018).





- 1.6 This policy does not form part of any employee's contract of employment, and it may be amended at any time following consultation.
2. Scope and purpose
 - 2.1 This policy covers all individuals working at all levels and grades in the Trust, including Directors, Academy Associates, Principals, senior leadership, employees, consultants, contractors, trainees, part-time and fixed-term employees, volunteers, casual workers and agency staff (collectively referred to as employees in this policy).
 - 2.2 This policy applies to all aspects of the employment etati74(on)4(s)-2(hi)6(r)8()-189(and -190

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In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim. It will only be exceptional circumstances that this will apply to in the Trust.

- 4.3 Indirect discrimination occurs where someone is disadvantaged by a provision, criterion or practice that also puts people with a protected characteristic at a particular disadvantage. Such a requirement will need to be objectively justified.
- 4.4 Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Pregnancy and maternity, and marriage and civil partnership are not protected directly under the harassment provisions. However, pregnancy and maternity harassment would amount to harassment related to sex, and harassment related to civil partnership would amount to harassment related to sexual orientation.
- 4.5 Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment or supported someone else's complaint.
- 4.6 Discrimination by association is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
- 4.7 Discrimination by perception is where an individual is directly discriminated against or harassed based on a perception that a person has a particular protected characteristic irrespective of whether they do have that protected characteristic (this does not include marriage and civil partnership and pregnancy and maternity).
- 4.8 Third-party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity), by third parties such as parents and carers, clients or customers.

Support is available from the relevant line manager and/or Principal (or the CEO for Principals and the Central Team and the Chair of the Trust Board for the CEO) and/or via the Employee Assistance Programme details 0800 030 5182.

- 5. Applying this policy to recruitment and selection
 - 5.1 The Trust aims to ensure that no job applicant suffers discrimination because of any of the protected characteristics. The purpose of our recruitment procedures is to ensure that individuals are treated on the basis of their relevant skills and abilities.





- 5.2 Job selection criteria are regularly reviewed to ensure that they are relevant to the job. Shortlisting of applicants should be done by more than one person wherever possible.
- 5.3 Job advertisements should avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying.





misconduct and, as such, may result in summary dismissal. The Trust takes a strict approach to serious breaches of this policy.

10. Review of this policy

10.1 This policy is reviewed at least every three years by the Trust. The Trust will monitor the application and outcomes of this policy to ensure it is working effectively.

