The EDGE ACADEMY
AP FREE SCHOOL

EQUAL OPPORTUNITIES EMPLOYMENT

April 2015

1. INTRODUCTION

- The EDGE Academy will ensure that all existing and future employees receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on the grounds of gender, identity or gender expression, race, disability, ethnic and national origin, nationality, sexual orientation, marital or civil partnership status, responsibility for dependants, religion/belief, trade union activity or age.

2. THE LAW

- The Academy Trust's intention is to abide by the requirements and the spirit of the law.

3. DEFINITIONS OF DISCRIMINATION

- The policy refers to and defines four types of discrimination

4. DIRECT DISCRIMINATION

- Direct discrimination occurs where someone is put at a disadvantage or suffers less favourable treatment because of a protected characteristic they have, or are thought to have or because they associate with someone who has a protected characteristic. Direct discrimination may even occur unintentionally**.**

5. INDIRECT DISCRIMINATION

- Indirect discrimination occurs where an apparently neutral policy, condition, practice or requirement is applied to everyone, but which in practice has a disproportionately adverse effect on one particular group who share a protected characteristic.

6. DISCRIMINATION BY VICTIMISATION

- Victimisation occurs where an individual is treated less favourably or suffers a detriment because he has made a complaint or assisted someone else in making a complaint of discrimination or harassment on Discriminatory Grounds.

7. HARASSMENT

- Harassment is any unwanted conduct, related to any relevant protected characteristic affecting the dignity of a person or creating a humiliating, hostile or intimidating environment for that person. Under the Equality Act, employees can complain of behaviour that they find offensive even when it

is not directed at them and they themselves do not possess the relevant characteristic.

8. THE AIMS OF THE POLICY

- The Edge Academy is committed to eliminating discrimination and encouraging diversity amongst the workforce.
- The overall aim is that the workforce is representative of all sections of society and each employee feels respected and able to give of their best. The Trust opposes all forms of unlawful and unfair discrimination. This policy aims to promote an inclusive culture and working environment where:
    - We will encourage you to tell us about any disability you may have and your ethnic background
    - We will follow the **The Equality Act 2010** and will make reasonable adjustments for people with disabilities. If you become disabled while working for us, we will do everything possible to make sure you can keep working for us.
    - The diversity of all employees is respected and valued;
    - All employees have the opportunity to receive fair treatment in an environment free from discrimination and harassment;
    - All employees whether full time, part time, or temporary will be treated fairly and equally;
    - Opportunities for promotion, training, and continued employment are provided to all staff based on merit and ability in relation to the role and criteria;
    - All employees are helped and encouraged to develop their full potential and the talents and resources of the workforce are fully utilised to maximise the efficiency of the organisation;
    - No form of intimidation, bullying or harassment is tolerated;
    - Recruitment and employment decisions are made on the basis of merit and fair and objective criteria. No employee or job applicant shall be disadvantaged by requirements that cannot be shown to be relevant to the job they applied for or hold.

9. APPLYING THE POLICY

- The principles of this policy will be applied through the academy developing and implementing good employment and HR practises.

10. REVIEW

- The policy will be regularly updated but also formally reviewed every 2 years. The review will involve consultation with stakeholders.

This Policy was reviewed on:
Ratified by Governors on:
Renewal Date: