

SPTA Equality & Diversity Policy

Key points

- SPTA must comply with the legal duties of The Equality Act 2010 in employment, facilities, goods and services as well as the admission and treatment of all employees and learners
- SPTA will comply with the general equality duty to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
- All decisions made regarding recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined on the basis of capability, qualifications, experience, skills and productivity
- SPTA believes that all employees and learners are entitled to be treated with dignity and respect
- This policy applies at all Directors, EAB members, employees and learners of SPTA; in addition, this policy is binding on our external contractors, employers and partners
- All parties are required to act in a way that does not subject anyone to direct or indirect discrimination, harassment or victimisation on the grounds of protected characteristics (age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity)
- SPTA must publish information to demonstrate how it is complying with the Public Sector Equality Duty (annually) as well as setting Equality Objectives (at least every four years); this information will be published on the main SPTA website for the whole organisation. Individual academies will publish local information on their own individual website; this information will be collected from currently available data
- An Equality Impact Assessment will be completed centrally by SPTA for all policies, procedures and practices to ensure they cater for all individuals who share protected characteristics in relation to the Equality Act 2010; this ensures fairness for all and enables any highlighted concerns to be addressed
- This policy covers discrimination (direct, association, perceptive and indirect), harassment, victimisation
- SPTA has a duty to make reasonable adjustments to facilitate the employment of a disabled person and the ability for a disabled learner to receive access to the same education as non-disabled learners
- Under The Equality Act 2010, an individual is disabled if they have a 'physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities'. Some specified medical conditions (e.g. HIV, multiple sclerosis and cancer) are considered as disabilities, regardless of their effects.
- Provisions relating to disability discrimination may lead to the need to treat a disabled individual more favourably to ensure that they can benefit from what is on offer to the same extent as an individual without that disability can
- Employees should raise any concerns regarding discrimination, harassment or victimisation through the SPTA Grievance Procedure; Learners, parents or carers should report their concerns to a responsible person within the Academy
- Behaviours or actions found to be contrary to this policy and the general spirit of the laws on which it is based, will be dealt with in accordance with the SPTA Disciplinary Procedure
- SPTA will promote equality through learner achievement and progress, supporting and guiding individuals, challenging discrimination, celebrating different religious and cultural diversity, providing an inclusive curriculum, using diverse teaching methods and applying policies equally to all individuals
- It is unlawful for SPTA to enquire about the health of a job applicant until after a conditional job offer has been made, unless the questions are specifically related to an intrinsic function of the role
- SPTA fully complies with the Code of Practice for using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust and undertakes to treat all applicants for positions fairly. SPTA will endeavour not to discriminate unfairly against any subject of a DBS check on the basis of a convictions or other information revealed