

David Nieper Education Trust



EQUALITY, DIVERSITY and DISABILITY POLICY Including a statement concerning 'age retirement'

This policy was originated by

It was approved by the Governing body

on 20th April 2016

It is next due for re-approval in Autumn 2017

The David Nieper Education Trust is committed to equality of opportunity in employment and in the services it provides to its stakeholder communities.

The Trust seeks to create a community culture where people of all backgrounds and experience feel welcomed, appreciated and valued. It is unequivocally committed to providing an environment in which there is equality of opportunity in employment and in every service it delivers to its many publics. Citizens who access the Trust's services, job seekers and employees will be treated fairly and without discrimination. Discrimination on the grounds of race, nationality, ethnic or national origin, religion or belief, gender, marital status, sexuality, disability, age or any other unjustifiable criterion will not be tolerated.

The David Nieper Education Trust is opposed to all forms of unlawful and unfair discrimination, including harassment of any kind. The Trust undertakes to take appropriate action whenever and wherever instances of discrimination and harassment occur within its jurisdiction whether that be in the delivery of its services or in the course of employment. It will work endlessly with its partners to develop effective procedures and policies to combat all forms of discriminatory engagement and make every effort to adopt and share best practice.

The Trust will fulfil its legal obligations under the Sex Discrimination Act 1975, the Equal Pay Act 1970 (as amended 2004), the Race Relations Act 1976 (as amended 2000), the Disability Discrimination Act 1995, the Employment Equality (Sexuality) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003 and other European Union Employment Directives such as that addressing age.

SERVICE DELIVERY

The David Nieper Education Trust will ensure that all service provision is delivered and offered fairly. Reasonable adjustments will be made so that services are, as far as possible, accessible to all who seek and need them. Cultural and language requirements will be recognised without question with services provided that are appropriate to those requirements.

The Trust undertakes to monitor the cultural make-up of the residents within its schools' catchments, enabling it to inform the planning and delivery of the services that the Trust provides. Equalities Impact Assessments (EIAs) will be carried out to determine how competitive services are provided within different sections of its catchment communities and information gained used to inform development and improvement plans.

Before contracts are awarded, enquiries will always be made of potential contractors concerning their equality policies and practices. Contract documents will contain terms requiring contractors to comply with their statutory equality obligations and with the Trust's equality policies and practices.

This Trust takes complaints extremely seriously. Members of its publics, members of the general public, including job seekers, who feel that they have been unfairly treated have the right to pursue such grievance through the Trust's complaints procedure.

EMPLOYMENT

The David Nieper Education Trust undertakes to work towards creating a workforce that reflects the diversity of its catchment population. It will ensure that no individual is discriminated against when either making an application for a job or during their employment with the Trust.

All employees have equal access to training and career development regardless of discriminatory consideration. The training needs of particular groups of employees who are under-represented in particular occupations and management posts will receive positive attention.

Comprehensive monitoring of the workforce and of job applicants by ethnic origin, gender and disability will be undertaken and published. Where required, the Trust will consider the monitoring of equalities in other areas as necessity arises. The purpose of monitoring is to evaluate the effectiveness of this policy and to take action where either unfair treatment or inadequate representation is evidenced within the workforce.

Any employee who has a concern regarding unfair discrimination or harassment at work may use one of the Trust's formal procedures, for example, grievance, bullying and harassment. This does not affect an employee's right of reference to an Employment Tribunal within the statutory time limits.

RESPONSIBILITY OF ALL DAVID NIEPER EDUCATION TRUST EMPLOYEES

The Trust requires all of its employees to behave and to work in such ways that promote equality, are non-racist, are non-sexist and in all dealings, non-discriminatory. This applies to the way that they behave towards members of the public, in the delivery of services and to other employees in the course of their work.

Employees should participate actively in all measures introduced by the Trust to ensure that there is equality of opportunity and non-discrimination. Employees are also responsible for drawing the attention of the Trust and its appointed managers to alleged unlawful and unfair or discriminatory acts and practices.

Should employees, in the course of their employment, be found to have caused or encouraged discrimination, this will be regarded as a particularly serious offence and render such an employee liable to disciplinary action.

AGE RETIREMENT POLICY

This policy statement is one of a set of policies governing the activities of the David Nieper Education Trust and in so being, governs the activities of its employees.

The Employment Equality (Age) Regulations 2006 came into force on 1st October 2006. This raised the default retirement age for all workers (except in a few defined occupational groups) to 65.

The David Nieper Education Trust has adopted a 'no retirement age' policy under which any employee who wishes to remain in employment after the age of 65 should be allowed to do so subject to the same terms and conditions of service and in such cases, performance, conduct and attendance be deemed to be satisfactory.

The Directors have chosen to adopt this policy. However, no employee will be compelled to stay in service beyond their permissible retirement age and may retire with the attendant pension provision to which they are entitled.