



NEU Equality Model Statement

_____ School/Trust is committed to promoting equality of opportunity for all staff and job applicants, and to avoiding unlawful discrimination in employment. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment. Any allegations of harassment will be dealt with in a supportive manner via the school's/trust's bullying and harassment policy. Employees can use the grievance procedure to address other complaints on the grounds of equality issues.

We will ensure that we do not discriminate against staff, job applicants, pupils (including during the admissions process), governors and parents on the basis of their protected characteristics, ie age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation, or on any other basis.

We will take every opportunity to make our curriculum content (including pastoral sessions and assemblies) representative of equality issues and diversity.

We recognise, and take very seriously, our public sector equality duty to have due regard to:

- the need to eliminate discrimination
- advance equality of opportunity
- foster good relations between different groups.

We believe in the benefits of a diverse workforce (which includes a representative governing body) for our pupils/students, their parents and the wider school/college community. We have taken/are taking the following steps to facilitate the appointment of as diverse a group of workers as possible:

- Our application forms and candidate information packs are available electronically and in hard copy.
- Where appropriate, we will address under-representation within our workforce by including welcoming and encouraging statements in our job advertisements. For example, our adverts may say: "We welcome enquiries from everyone and value diversity in our workforce." or "Applications are welcome from all sections of the community regardless of gender, gender identity, ethnic origin, disability, age or sexual orientation."
- Job advertisements will be placed in such places and publications as to seek to increase applications from groups currently under-represented within the workforce.
- We will encourage the employment agencies we engage to draw supply staff from as diverse a pool of workers as possible. Equal opportunities in recruitment and selection training will be a requirement before staff are asked to undertake this role.

To ensure that we are meeting our public sector equality duty, we will monitor the impact of our workplace policies on staff and share the results (anonymised where appropriate) with the recognised trade unions. Where we have a duty to publish information relating to the protected characteristics of our staff, we will do so on an annual basis.

We will ensure that robust and effective procedures are in place for reporting, recording, responding to and monitoring incidents of discrimination or harassment relating to staff and pupils/students.

In relation to new policies and practices, we commit always to seek engagement and meaningful consultation with relevant staff unions and to involve union representatives in assessing the impact of proposed policies and practices on staff members who may be disadvantaged because of their particular characteristic.

Regular training on equality and the processes in the school/trust to eliminate discrimination, to advance equality and to foster good relations between different groups will be provided to staff at all levels.

Revised January 2019