



Healing Multi-Academy Trust

Equal Opportunities Policy Statement

Author and Reviewer	Mr P Matthews and Trust HR Lead
Date adopted by MAT Directors	Autumn Term 2017
Review Date	Autumn Term 2018
Consultations/Training	LGBs, Teaching & Support Staff Unions

EQUAL OPPORTUNITIES POLICY STATEMENT

It is the Policy of the MAT to provide and ensure equal opportunities in the fields of recruitment, employment, training, promotion and job security irrespective of any characteristics which may place an applicant in any minority or disadvantaged group or groups. The MAT is committed not only to the letter of the law, but also to the promotion of equal opportunity.

The aim of the MAT's Equal Opportunities Policy is to ensure that no applicant or employee receives less favourable treatment on the grounds of:-

*Age
Disability
Gender reassignment
Marriage / Civil Partnership
Pregnancy or maternity
Race
Religion or belief
Sex
Sexual orientation
or any other category that falls under the Equalities Act 2010.*

The MAT will comply with the relevant legislation that may be enacted from time to time and therefore the policy will be updated as required.

The MAT will adopt and maintain employment practices and procedures to conform with this Policy.

The MAT undertakes to take all necessary action to ensure:-

- *all employees and job applicants are aware of the Policy*
- *training and guidance on the law and on this Policy is given to all persons responsible for making decisions on employment issues*
- *the Policy is monitored to ensure its effectiveness*
- *recruitment and selection methods are examined and reviewed regularly to ensure they are not discriminatory*
- *any infringements of the Policy are dealt with within the agreed disciplinary procedures.*

Legislation specifically relevant to this Policy:-

Equality Act 2010

Reviewing/Monitoring

All Policies are reviewed on an annual basis by the MAT Directors

Senior Member of Staff Responsible: Vice Principal, Healing School – A Science Academy

Governor Responsible: Chair of Personnel Committee of each school