

MLT Equality Objectives - Staff

Equality objective 1: To improve the recruitment, retention, progression, development and experience all staff employed by The Maltby Learning Trust to enable the organisation to become an inclusive employer of choice.

Why we have chosen this objective:

Maltby Learning Trust Schools are predominantly placed within largely White-British working-class communities with a corresponding lack of diversity. This social mix is reflected in the proportion of staff drawn from different ethnic groups or with protected characteristics. By increasing the diversity of staff working within the Trust with protected characteristic we will both improve the diversity of the staff team, and ensure children experience a learning community which better reflects society as a whole.

To achieve this objective, we plan to:

The Maltby Learning Trust will ensure that no discrimination exists in the recruitment of staff through the application of carefully structured recruitment systems and the monitoring of recruitment processes. Feedback will be sought from all applicants around recruitment processes and consultation sought with representative groups about how these could be improved. In addition, regular line management meetings will be used to facilitate regular dialogue with staff with protected characteristics about their working environment and any reasonable adjustments required.

We will meet this by:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010)
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.
4. Ensuring that all staff can demonstrate a clear understanding of core trust values and are able to articulate them in practise.

Equality of opportunity and a non-discriminatory process is at the heart of our recruitment. We welcome applications from all. No job applicant will ever receive less favourable treatment on the grounds of age, disability, gender, race and ethnicity, religion or beliefs, marriage or civil partnership, status or sexuality. Feedback from the process will be recorded and saved for the required length of time. Diversity of the workforce is a key aim to ensure a greater social mix to reflect our diverse society.

Progress we are making towards achieving this objective:

- MLT Code of conduct read and understood by all colleagues.
- Staff directed to complete the Equality, Diversity and Inclusion course on The National Online Safety platform.
- MLT 2022 Conference attended by all colleagues to promote the vision and core values of the Trust.
- Colleagues new to the trust invited to personal Vision and Values evening at the beginning of the academic year.
- Equality Statement published on academy website

Line management meetings take place on a regular basis with all staff. Part of this process is around professional learning and development needs and colleagues are encouraged to further pursue these opportunities.

- The new online recruitment system has been in place since September 2021. This will support the academy in ensuring and monitoring equality in all the processes.

Equality objective 2: *To ensure that bullying and discrimination is eliminated in all its forms. To ensure that colleagues with protected characteristics feel and are safe, secure and free from discrimination in their working environment.*

Why we have chosen this objective:

Evidence suggests that bullying and discrimination amongst staff teams are rare within Maltby Learning Trust academies, however, it is important that robust systems are in place to deal with these issues if they do occur. In order to ensure that these issues do not occur, diversity will be prominently promoted across all academies and an inclusive, tolerant culture actively promoted through the MLT behaviours, British Values and taught curriculum. Reviews will be also undertaken of the processes for raising concerns within each academy and how these are addressed at individual academy and whole trust level.

To achieve this objective, we plan to:

The Maltby Learning Trust will ensure that all staff, but particularly those with protected characteristics are protected from bullying and discrimination through a zero-tolerance approach to bullying and discrimination and the application of effective systems for dealing with them when they occur. In addition, an inclusive and tolerant culture will be created in all academies through the explicit promotion of the MLT behaviours and British Values. Expectations for all staff are clear and part of the MLT behaviours and expectations code. Professional and positive working relationships and an environment that promotes these is prioritised. There is a zero-tolerance approach to bullying or discrimination of any kind in the academy. Any incident that does occur will be addressed in a timely fashion with support from human resources. LA guidance on this will be followed. All staff are encouraged to report any concerns about any type of harassment, bullying or discrimination.

We are committed to eradicating bullying behaviours and applying the anti-bullying policy in a transparent, timely manner should instances of bullying be highlighted. We aim to ensure that in both employment and the delivery of services, no individual is discriminated against, bullied or harassed for reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership. We are also committed to applying the anti-bullying policy equally where protected characteristics are not a factor.

We will meet this by:

1. Eliminate discrimination, harassment and victimisation and other conduct as defined by the MLT Anti-Bullying policy.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.
4. Ensure that the policy is equally applied in instances where diversity or protected characteristics are not a factor.
5. Ensuring that all staff can demonstrate a clear understanding of core trust values and are able to articulate them in practise.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practise, bullying or harassment during the course of their employment. All staff have a responsibility to highlight any potentially discriminatory practise, bullying or harassment to their line manager, HR department or Academy Principal. Copies of the Anti-Bullying policy can be found on the academy website.

Progress we are making towards achieving this objective:

- Colleagues are encouraged to be report any breach of equality objectives.
- The whistleblowing policy has been updated (March 2021) and colleagues have signed declaration to state they have read this.
- MLT Code of Conduct read and understood by all colleagues.
- Regular line management meetings provide opportunity for open and honest dialogue.
- Anti-bullying policy is on the academy website.



Equality objective 3: *To actively promote gender equality with the aim that the number/proportion of women in senior positions will increase.*

Why we have chosen this objective:

While the workforce of the Maltby Learning Trust has a weighting in favour of female employees (359 female/125 male – 2019), a greater percentage of male employees fall within the middle to higher earning quartiles. The MLT commits itself, as an inclusive employer, to address this gap.

To achieve this objective, we plan to:

That Maltby Learning Trust will work to ensure that female employees are supported in applying for higher earning roles within the organisation. We will ensure that no bias, conscious or unconscious, is present in recruitment processes or provision of PPLD and other opportunities through monitoring and evaluation of uptake and feedback.

Our entire recruitment process will be unbiased, and applicants are never discriminated against in terms of gender for any post in the academy. All training and development needs are open to all staff regardless of any protected characteristics. This includes roles at all levels. Monitoring of equal opportunities and the recruitment processes will be ongoing.

We will meet this by:

1. Acknowledging and addressing 'The Confidence Gap' (Kay & Shipman, 2014) to ensure female employees feel confident to apply for higher earning roles within the organisation
2. Ensuring that the language used in job descriptions / adverts will attract more diverse applicants (removing any language which could be perceived as 'aggressive' or male dominant (Language Matters, 2019), acknowledging that language is perceived differently by male and female candidates.
3. Sharing stories of female employees who are succeeding in high earning roles
4. Ensuring all PPLD opportunities are offered with equality of access.
5. Ensuring Early Career teachers are made aware of the pathways to higher earning roles regardless of gender and encouraged to 'aim high'

Progress we are making towards achieving this objective:

- The online recruitment process is now in place and all applicants receive an equal process towards any appointment.
- MLT Leadership Development Programme encouraged employees to nominate themselves to access the PLD as well as being signposted to the training by SLT.
- MLT Conference 2022 celebrated the successes of colleagues gaining NPQ / LDP / ECT accreditations.