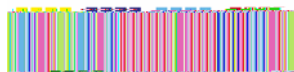




# Equality & Diversity





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1. Introduction

1.1 The Fairfax Multi-Academy Trust (FMAT) is committed to providing high quality teaching and learning for our students. The Trust recognises the importance of





- 1.6 This policy does not form part of any employee's contract of employment, and it may be amended at any time following consultation.
2. Scope and purpose
  - 2.1 This policy covers all individuals working at all levels and grades in the Trust, including Directors, Academy Associates, Principal's, senior leadership, employees, consultants, contractors, trainees, part-time and fixed-term employees, volunteers, casual workers and agency staff (collectively referred to as employees in this policy).
  - 2.2 This policy applies to all aspects of the employment relationship and covers job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination of employment. It also applies to former employees for example in the provision of employment references.
  - 2.3 The purpose of this policy is to set out how the Trust will put this commitment into action and comply with the law, to ensure that equality and diversity is promoted in the workplace and employees are not subject to and do not commit unlawful acts of discrimination.
3. Responsibility for the implementation of this policy
  - 3.1 The Board of Directors has overall responsibility for the effective operation of this policy and for ensuring compliance with equality legislation. Day-to-





In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim. It will only be





- 5.2 Job selection criteria are regularly reviewed to ensure that they are relevant to the job. Shortlisting of applicants should be done by more than one person wherever possible.
- 5.3 Job advertisements should avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying.







misconduct and, as such, may result in summary dismissal. The Trust takes a strict approach to serious breaches of this policy.

10. Review of this policy

10.1 This policy is reviewed at least every three years by the Trust. The Trust will monitor the application and outcomes of this policy to ensure it is working effectively.

