

MLT Equality Objectives (Staff) – Maltby Lilly Hall Academy

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 characteristics 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.

Recruitment of staff is always non-discriminatory and built on an equal opportunity process open to all. Diversity of the workforce is prioritised and the aim of ensuring a more diverse social mix to reflect wider society is engaged with by all. No job applicant will ever receive less favourable treatment on the grounds of their age, disability, gender, race and ethnicity, religion or beliefs, marriage or civil partnership status or sexual orientation. The recruitment process will ensure all feedback is recorded and analysed to inform future recruitment. Good relationships are intrinsically fostered between those who have protected characteristics and those who do not, so all can contribute to the learning community to their full potential. All staff have a responsibility to highlight any potentially discriminatory practise to their line manager, HR department or Academy Principal. 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. All staff are encouraged to report any concerns about any type of harassment, bullying or discrimination. There is a zero-tolerance approach to bullying or discrimination of any kind in the academy. Any incident that does occur will be addressed according to policy.

Progress we are making towards achieving this objective:

Reviewed November 2023:

- Recruitment of staff remains non-discriminatory in nature and equal opportunities form a statutory part of the application process.
- Equality statement is published on the academy website.
- Equality Act 2010 is adhered to when recruiting staff.
- MLT code of conduct understood by colleagues along with whistleblowing policy.
- Diversity is consistently prioritised and actively promoted through any interview process and advertisement.
- All feedback from any interview process is recorded and equal opportunities forms stored confidentially.
- Any member of staff with a vulnerability has been catered for with an individual risk assessment / plan, including around covid vulnerabilities.

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.

Systems and procedures are in place to ensure a professional working relationship and environment for all staff at Maltby Lilly Hall Academy. Staff expectations are explicit and they include a zero-tolerance approach to any kind of bullying or discrimination in the workplace. In the rare occurrence of an incident, the personnel to report it to are clear and LA guidance on reporting will be adhered to and followed up accordingly. 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.

Staff are actively encouraged to be vigilant in all areas of the academy for any type of harassment or bullying. School also encourages all staff to promote equality, good relations and not discriminate on the grounds of any protected characteristic.

Progress we are making towards achieving this objective:

Reviewed November 2023:

- Staff handbook embedded and in place – staff well aware of what a professional working relationship looks like.
- The #lillyhallfamily hashtag remains high profile and is now the cornerstone of what school ethos is – this is promoting healthier working relationships and promotes equality.
- Staff are all aware of where to report incidents and have done so in the past. Any incidents have been dealt with appropriately and to all parties' satisfaction.
- MLT code of conduct understood by all colleagues.

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. Recruitment processes will be unbiased, and applicants never discriminated against regarding gender for any post advertised in the academy. PPLD will always be open to all, and relevant development opportunities will be offered to all staff regardless of any protected characteristics, this includes higher earning roles. Any recruitment process will be monitored, and feedback analysed to ensure future improvements where necessary.

Progress we are making towards achieving this objective:

Reviewed November 2023:

- Recruitment processes are unbiased and transparent in nature.
- Protected characteristics are always considered and no candidate is ever discriminated against because of these – records kept on file.
- Early career teachers are made aware of wider opportunities within the Trust and the academy regardless of gender or any other protected characteristic.
- Encourage all colleagues regardless of protected characteristics to have ambition and build on PPLD to 'aim high' and fulfil their potential.