

## Equality and Diversity in Employment – Policy Statement

*Based on Trafford Council Model Policy*

### Our Commitment

St Matthew's is committed to challenging inequality, discrimination and disadvantage both in service delivery and employment practice. The school recognises the value of diversity in employment and is committed to working practices, which aim to ensure it has a workforce that reflects the local community.

The school will meet its statutory obligations in regard to age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and will also strive to create an environment which is representative of and responsive to people from the whole community.

Our vision is to ensure that everyone has the same opportunity to succeed and shine.

### Fundamental Principles

All School employees and Governors have a responsibility to embrace and support our vision by challenging behaviour and attitudes that may counter it.

St Matthew's will use fair, objective and innovative employment practices, which will aim to ensure:

- All employees and potential employees are treated fairly and with respect and that all employment related decisions, such as those relating to recruitment and selection, career progression and personal development are based on specific job related, objective criteria only.
- All employees are free from any kind of discriminatory behaviour, which directly or indirectly marginalises any particular group/s or individual/s.
- All employees have an equal chance to contribute to the work of the School and to achieve their potential, irrespective of individual characteristics and personal circumstances.
- It makes the best possible use of the skills, talents and abilities of all its employees.
- It measures its achievements in promoting equality and diversity against planned performance measures.
- Any concerns/issues individuals may raise which are related to equality and diversity are addressed promptly and thoroughly.

This statement underpins the School's range of policies, which are in place to achieve the fair treatment of employees and the principle of creating an environment that eliminates discrimination.

**Ratified:** Full Governing Body, March 2021

Let Your Light Shine