



EQUAL OPPORTUNITIES POLICY

[applies to all Trust employees]

1. Introduction

Birmingham City University Academies Trust is committed to recognising and celebrating the cultural diversity of the pupils attending our academies and the employees working together to achieve our Vision and Mission. This policy outlines how the Trust will demonstrate this commitment and promote equality and inclusivity in all areas of our business.

2. Scope

This policy applies to all employees of Birmingham City University Academies Trust (BCUAT), including employees working in academies operating as part of the Trust and all Head Office employees.

3. Policy Statement

Birmingham City University Academies Trust promotes equality of opportunity in respect of every aspect of its provision. Trust policy and practice will seek to provide an environment that is free from discrimination against staff, pupils, visitors and others. The Trust will ensure that all pupils and staff, current or prospective, are treated solely on the basis of their merits, abilities and potential. The Trust will seek to prevent any form of unlawful or unfair discrimination, and will be concerned with the prevention of direct and indirect, associative and perceptive discrimination on the grounds of age, gender, disability, race, sexual orientation, transgender status, family circumstances, marital or civil partnership status, religion or belief, citizenship, colour or ethnicity, social and economic status, or other irrelevant personal characteristic.

The Trust is committed to fairness in its practices and in meeting the needs of our diverse pupil and staff bodies. Where appropriate and within our means, the Trust will take positive action to meet these commitments.

Owner of Policy	Human Resources
Legislation Status (Statutory / Non-Statutory)	Statutory
Date Ratified and Version Number	12.07.2016 v1.2
Date to be reviewed	September 2017

In order to achieve this aim, the Trust will seek to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or covered by equality legislation
- advance equality of opportunity between all staff, pupils, applicants and visitors
- foster /promote good relations between all members of the Trust community
- recognise and develop the diversity of background, skills and talent within its current and potential pupil and staff body
- collect and monitor data to assist in the identification and removal of barriers to the equality of opportunity
- communicate to staff, pupils and others the promotion of equal opportunities and the Trust's procedures to sustain it
- deal with breaches of policies and procedures in accordance with the pupil or staff disciplinary process

This Statement applies to all pupils and staff of the Trust and to all activities associated with the Trust, whether or not on Trust property.

The Trust Board has ultimate responsibility for ensuring that the Trust's policies, procedures and action plans are being effectively implemented. The Chair of the Board is responsible for the overall implementation of this Statement and requires that Trust procedures and practices are consistent with it.

This Statement will be reviewed regularly to ensure that it continues to meet the requirements of the legislation and the needs of the Trust.