



# Equality And Diversity Policy

## Preamble

The Equality Policy for **The Link Charitable Trust** brings together all previous policies, schemes and action plans around equality.

It sets out **The Link Charitable Trust's** approach to promoting equality and includes all the protected characteristics as defined by the Equality Act 2010. It also outlines **The Link Charitable Trust's** commitment to the development of community cohesion. This is to ensure that equality of opportunity is available to all members of the **The Link Charitable Trust's** community.

These members include:

- Children, Young persons and Adults using the services of **The Link Charitable Trust**
- Staff
- Parents/carers
- **The Link Charitable Trust** Trustee structure
- Multi – agency staff linked to **The Link Charitable Trust**
- Visitors to **The Link Charitable Trust**
- Guests on Placement and Volunteering Staff

## Purpose

The purpose of this policy is to set out how **The Link Charitable Trust** and its policies and practices have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between groups.

## Ethos and The Link Charitable Trust Duties

In **The Link Charitable Trust**, the leadership of **The Link Charitable Trust** will demonstrate mutual respect between all members of the **The Link Charitable Trust** community.

There is an open atmosphere which welcomes everyone to **The Link Charitable Trust** and seeks to foster warm, welcoming and respectful environments, which allow us to challenge discrimination and inequality and resolve conflicts peacefully and work and learn free from harassment.

The displays around **The Link Charitable Trust** are of a high quality and reflect diversity across all aspects of equality of opportunity and are frequently monitored by the Team management and **The Link Charitable Trust** Staff.

Provision is made to cater for the spiritual needs of all children, young persons, adults and service users, through planning, external based activities.

Opportunities for promoting our vision in relation to equality are met across all aspects of **The Link Charitable Trust** life, including the provision of extended services.

At **The Link Charitable Trust**, we aim to ensure that:

- Planning reflects our commitment to quality in all areas and curricular themes promoting positive attitudes to equality and diversity.
- Children, young persons, adults and service users will have the opportunities to explore concepts and issues relating to identity and equality.
- Steps are taken to ensure that **all** have access to activities and services by taking into account their cultural backgrounds, linguistic needs and styles giving support and recognizing where extra help and pathways need to be met.

### **Provision**

The provision of good quality resources and materials at **The Link Charitable Trust** is a priority. These resources should reflect a variety of viewpoints, shall show positive images of all in society, including non-stereotypical images of all groups in the global context.

**The Link Charitable Trust** recognises that it is important that all members of **The Link Charitable Trust** community use appropriate language that does not;

- Transmit or confirm stereotypes and does not offend.
- its staff should create and enhance positive images of particular groups, and use accurate language when referring to particular groups or individuals and will challenge in instances where this is not the case.
- Undertake to make appropriate provision for all EAL/bilingual children/groups to ensure access to their services and groups.

These groups may include:

- Children, young persons or adults for whom English is an additional language.
- Children, young persons or adults who are new to the United Kingdom.
- Traveller children, young persons or adults

**The Link Charitable Trust's** Staff will always take account of gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination and the experience and needs of particular groups such as refugee and asylum seekers.

All children/young person's/staff/parents/carers are given support, as appropriate, if they experience discrimination.

### **Positive Role Models**

Positive role models are used throughout **The Link Charitable Trust** to ensure that different groups can see themselves reflected in **The Link Charitable Trust** community and emphasis is placed on the value that diversity brings to **The Link Charitable Trust** community rather than the challenges.

We aim to provide all with the opportunity to succeed and to support to make positive changes to their lives. To do this we will:

- Provide equality of access for all;
- Use materials that reflect a range of cultural backgrounds, without stereotyping;
- Use materials to promote a positive image of an attitude towards disability and disabled people;
- Promote attitudes and values that will challenge discriminatory behaviour;
- Provide opportunities for children, young persons, adults to appreciate their culture and religions and celebrate the diversity of other cultures;
- Ensure, where appropriate, that **The Link Charitable Trust** promotes and celebrates the contribution of different cultures;
- Make best use of all available resources
- Identify resources and training support staff development.

### **Environment**

There is an expectation of all regardless of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

**The Link Charitable Trust's** staff and personnel will provide good, positive role models in their approach to all issues relating to equality of opportunity, and **The Link Charitable Trust** places a very high priority on the provision of special educational needs and disability.

### **Staff Perspective**

We are an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, gender or sexual orientation, or is disadvantaged by conditions or requirements

which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion.

These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination; intentional, unintentional, direct or indirect, overt or latent exists.

All employees, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of **The Link Charitable Trust**.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in **The Link Charitable Trust** as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with Senior Leaders, individuals at all levels have a responsibility to treat others with dignity and respect.

The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout **The Link Charitable Trust**.

We recognise the need for positive role models and distribution of responsible staff. We encourage the career development and aspirations of all **The Link Charitable Trust** staff, and it is our policy to provide staff with training and development, which will increase awareness of the needs of different groups. The access to opportunities to staff for personal development is monitored on equality grounds.

All those involved in recruitment and selection of staff are trained and are aware of what they should do to avoid discrimination which ensures quality good practice throughout the recruitment and selection process. In accordance with the Equality Act we do not enquire about the health of the applicant until the job offer has been made then all that is required is simply a generic health questionnaire as part of the application process.

Equalities, policies and practices are covered in all staff inductions. With regard to disability, we make such reasonable adjustments (as necessary) to prevent a disabled person being at a substantial disadvantage in comparison to people who are not disabled. This includes discrimination in relation to recruitment, terms and conditions, promotions, dismissals, training and employment practices (such as dress codes) and disciplinary procedures.

**The Link Charitable Trust** takes necessary action to remove barriers to inclusion and works hard to ensure safe, positive and inclusive environments. In the main building we have an easy access lift and

disabled toilets and we ensure the safety and well-being of all our staff by taking seriously incidents of harassment and discrimination and will act accordingly to deal with them.

### **Commissioning and Procurement**

**The Link Charitable Trust** will ensure that we will only buy services from organisations that comply with equality legislation. This will be a significant factor in any tendering process. We also ensure that all contract conditions require that contractors comply with the relevant legislation and with our equality policy; this is also applicable to any subcontractors.

### **Roles and Responsibilities**

**The Link Charitable Trust (Board of Trustees)** will ensure that **The Link Charitable Trust** complies with statutory requirements of equalities legislation and that this policy; and the objectives outlined in the Equality Duty Statement at each respective Academy.

**The Link Charitable Trust's** designated person: **Carl Sims** has specific responsibility for Equality and Diversity, along with the **Board of Trustees** as a whole, they will support in implementing any actions as necessary.

The Link Charitable Trust will review the Policy annually and the objectives every year.

**The Link Charitable Trust** will create an environment in which individual's differences and the contributions of our staff are recognised and valued;

- Will ensure this policy is implemented and readily available to all within **The Link Charitable Trust**;
- With the support of **The Link Charitable Trust**, will monitor the policy and then report to the Board of Trustees on the effectiveness of the policy;
- Will take appropriate action in cases of harassment and discrimination.

**The Link Charitable Trust** management team;

- Will ensure staff are aware of their responsibilities and are given necessary training and support to implement this policy.
- Will ensure that **The Link Charitable Trust** Team is kept up to date with any developments affecting the policy or actions arising from it.
- Are to have responsibility for supporting other staff in implementing the Equality Policy to ensure equality within each remit.
- To have responsibility for supporting other staff in implementing the Equality Policy and revision of the action plan/objectives, to ensure equality of academic outcomes for different student groups.

- Provide a lead in the dissemination of information relating to the policy.

### **The Link Charitable Trust**

- Are to promote an inclusive and collaborative ethos in accordance with **The Link Charitable Trust's** aims which enable students to access and maximise their wellbeing.
- Challenge inappropriate language and behaviour.
- Respond appropriately to incidents of discrimination and harassment.
- Ensure appropriate support for children/young person/adults with additional needs and maintain a good level of awareness of equalities issues.
- Will take steps to ensure all visitors to The Link Charitable Trust adhere to their commitment to equality.
- Children/young people/Adults.
- Treat each other with respect.
- Will explore diversity with a healthy positive approach.
- Will value diversity.
- Will speak out if they witness or are subject to any inappropriate language or behaviour or feel they have been treated unfairly.
- Monitoring and Review **The Link Charitable Trust** are to enhance the self-esteem of all its service users and to provide an environment in which each individual is encouraged to fulfill his/her potential.

**The Link Charitable Trust** regularly monitors the performance of different groups to ensure that all service users are content and uses this information to adjust future plans, as necessary.

Resources are available to support service users who may need extra help and support.

**The Link Charitable Trust** Board of Trustees receives regular updates on performance information. As well as monitoring performance information.

**The Link Charitable Trust** will regularly monitor a range of other information.

This relates to:

- Attendance;
- Racism, disability discrimination, sexism, homophobia and all forms of bullying;
- Parental involvement;
- Participation in extended to exit strategies and follow up opportunities.

All monitoring activities enable **The Link Charitable Trust** to identify any differences and provide specific support as required. This allows **The Link Charitable Trust** to take appropriate action to meet the needs of specific groups in order to make necessary improvements.

**The Link Charitable Trust** is committed to providing a working environment free from discrimination, bullying, harassment, and victimisation.

**The Link Charitable Trust** will:

- Ensure that people of all ages are treated with respect and dignity;
- Ensure that people of working age are given equal access to our employment, training, development and promotion opportunities;
- Challenge discriminatory assumptions about younger and older people;
- Provide any reasonable adjustments to ensure disabled people have access to our employment opportunities;
- Challenge discriminatory assumptions about disabled people;
- Seek to continue to improve access to information by ensuring availability to appropriate resources such as hearing loop systems etc;
- Challenge racism wherever it occurs;
- Respond swiftly and sensitively to racist incidents;
- Actively promote race equality in **The Link Charitable Trust**;
- Challenge discriminatory assumptions about women and men;
- Take positive action to redress the negative effects of discrimination against women and men;
- Offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same;
- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment;
- Ensure that we take account of the needs of all sexual orientations;
- Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible;
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others;
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity;
- Challenge discriminatory assumptions about the pregnancy or maternity of our employees;
- Ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity;
- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- Challenge discriminatory assumptions about the marriage or civil partnership of our employees;
- Ensure that no individual is disadvantaged and that we take account the needs of our employees' marriage or civil partnership.

**The implementation, monitoring and reviewing of the Equality and Diversity Policy**



This policy will be reviewed annually and will be actively promoted and disseminated, throughout our internal communications. Implementation, monitoring and review of this policy is the responsibility of our leadership team and the Board of Trustees.

The policy clearly outlines **The Link Charitable Trust's** priorities and links the priorities to specific and measurable objectives.