The Olympus Academy Trust
Equality & Diversity Policy

Document Summary

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On School Websites?	Yes
Consulted with JCNC. Y/N or not applicable	Y, 15th January 2025

Amendment History

Version	Amendment Date	Author	Amendment Summary
v1.0	July 2019	Head of HR	
v1.1	23 April 2021	Head of HR	• Policy Review • New Trust document version system implemented
v1.2	4th May 2021		• Discussed by RNC and Head of HR to review and make changes following comments received.
v1.3	13th August 2021	Head of HR	• Amendments made in line with RNC feedback
v1.4	14th October 2021		• Policy approved by the Board of Trustees
v2.0	15th October 2021		• Policy issued
v2.1	19th November 2021	Head of HR	• Amendments made to include protected characteristics in sections 3.1 and 6.2
v3.0	23rd November 2023	Head of HR	• Policy approved with no amendments.
v4.0	25th September 2024	Policy Coordinator	• Policy due for renewal – section 1 changed.
v4.1	6th February 2025	Head of HR	• JCNC amendments made
V5.0	10th September 2025	Head of HR	• No changes proposed • DEI paragraph added
V5.1	25th November 2025	Policy coordinator	• Approved by RNC

1. Equality & Diversity Statement

1.1 At Olympus we realise that this is achieved through a strong culture and ethos of developing a sense of belonging within the organisation. A significant part of this focuses on fostering a culture of Diversity, Equity, and Inclusion as it is not only a moral imperative, but these practices shape the collective identity interactions of our schools, organisation and society. Embracing and celebrating diverse backgrounds, perspectives, and experiences within our organisation creates a dynamic environment where innovation thrives, creativity flourishes, and collective success ensures that all individuals feel valued, empowered, and able to contribute their unique perspectives without fear of discrimination or exclusion. By valuing every individual's unique contributions and ensuring equitable opportunities, we pave the way for a brighter and more inclusive future for all.

1.2 In order to achieve strong school improvement schools and School Trusts need to define both the vision and the moral purpose of the organisation including shared beliefs, values and behaviours. This is enacted in the way the Trust and its actions drive innovation, enhanced decision making and strengthen organisational performance. It means, as Davies and Davies (2013) argue, that school improvement and strategic leadership is a means of building capacity to achieve directional shift or change in order to raise learning outcomes for learners. At Olympus, ensuring diversity, equity and inclusion is an integral part of this culture, enabling everyone to have access to the same opportunities and resources, regardless of their background.

1.3 At Olympus we believe in a culture of belonging, diversity, equity and inclusion is integral to this. By incorporating Diversity, Equity and Inclusion into culture we intentionally embrace and promote diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability, socioeconomic status, and abilities. At Olympus when we talk about disadvantaged, we are talking about anyone, learner, staff member or parent/carer who is in a minority in our organisation. We believe this involves fostering an environment where individuals from different backgrounds feel valued, respected, and empowered to contribute their unique perspectives, including learners, staff and our parent/carers community. As, ultimately, a culture that prioritises Diversity, Equity and Inclusions promotes a more just, harmonious and prosperous society.

2. The Legal Framework

2.1 In formulating this Policy, the Trust recognises and values the important role played by supporting legislation in defining discrimination and mechanisms to prevent and stop inappropriate practices. The Trust embraces existing and scheduled legislation (listed below). The relevant legislative framework is the Equality Act 2010 which replaces the previously separated legislative framework which included:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act (as amended)
- The Disability Discrimination Act 1995
- The Human Rights Act 1998

2.2 The Trust is committed to meeting its statutory responsibilities to prevent discrimination and unfair treatment, by fully implementing all relevant legislation and

ensuring that all steps have been taken to ensure that appropriate arrangements are made to meet relevant provisions.

2.3 The Trust is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the Trust.

2.4 The Trust will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

2.5 This policy applies to the Trust's employees, whether permanent, temporary, casual and part-time or on fixed-term contracts, to ex-employees, to job applicants and to individuals such as agency staff and consultants and volunteers who are not our employees, but who work at the Trust and its schools (collectively workers).

3. Employment and Recruitment of Staff

3.1 The Trust aims to:

- Nurture and build a diverse and representative workforce, which broadly tries to represent the community it serves, enabling it to better meet the needs of all our communities.

- Treat all employees and applicants for employment fairly and ensure they are not discriminated against because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Regularly review its recruitment and selection procedure to ensure fair access to all jobs. People will be selected on merit, based only on their skills, abilities, experience and qualifications to carry out the duties and responsibilities of the post for which they have applied.
- Ensure that all employees are valued and treated with dignity and respect. Where harassment, victimisation or bullying is found in the workplace this will be confronted and dealt with through the appropriate procedures. Every employee will be supported to challenge and report inappropriate behaviour.
- Provide fair access to CPD opportunities.
- Have due regard to equal pay legislation.
- Support employees who wish to use a mode of dress dictated by ethnic background and religious beliefs. However, where protective clothing/equipment is used or provided or where the wearing of any apparel may conflict with health and safety regulations or this policy, restrictions may be imposed.
- Consider and reasonably adapt organisational requirements or existing practices where they are contrary to employees' cultural and religious needs/or where these can be reasonably adjusted to meet the needs of employees with disability.

4. Employees' Roles and Responsibilities

4.1 The contribution of the Trust's workforce is critical to achieving the aims of this policy. The actions and behaviours of all employees determine equality of access and outcome and this results in how the Trust is perceived. This includes equality and diversity behaviours. The Trust is determined to maintain equality and fairness of treatment in all their dealings.

4.2 All employees are responsible for the promotion and advancement of this policy and have a duty to treat colleagues with dignity at all times, and not to discriminate against, harass or victimise other members of staff, whether junior or senior to them.

4.3 Behaviour, actions or words that are contrary to this statement will not be tolerated and will be fully investigated in line with the Trust's disciplinary policy.

4.4 Those working at a management level have a specific responsibility to set an appropriate standard of behaviour, to lead by example and to ensure that those they manage adhere to the policy and promote the aims and objectives of the Trust with regard to equal opportunities.

5. Policies and Procedures

5.1 This policy be periodically reviewed, with the Joint Consultation and Negotiation Committee, to support the management of equality and diversity. Recommendations for any amendments are reported to the Trust's Remuneration and Nominations Committee and ratified by the full Trust Board.

5.2 Being committed to equality and diversity, the Trust will take every possible step to ensure that employees are treated equitably and fairly. All policies and practices will conform with the principle of equality and diversity in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

6. Working Practices

6.1 The Trust provides educational provisions and services. In these roles and activities, the Trust is committed to ensuring fair and equitable practices are an intrinsic part of normal day to day working. All locations, settings and departments within the Trust will take steps to ensure that Trust activities and policies are carried out in a way that complies with statutory requirements, minimises adverse impact on any section of the community and meets the needs of all employees (as appropriately as possible).

6.2 The Trust aims to:

- Ensure equal access, fair treatment and appropriate provision to the whole community regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and any other reason not connected to entitlement and availability.

- Regularly review working practices and policies to ensure that we have not disadvantaged our employees, whether permanent, temporary, casual and part-time or on fixed-term contracts, to ex-employees, to job applicants and to individuals such as agency staff and consultants and volunteers who are not our employees, but who work at the Trust and its schools (collectively workers).

- Monitor the physical features of the Trust's premises to consider whether it can make any changes to help remove disadvantages which these may create for disabled users. Where possible and proportionate, the Trust will take steps to improve access for disabled users of the premises.

- Ensure that wherever practicable, all services and buildings are accessible.

6.3 The Olympus Academy Trust takes its responsibilities for equality and diversity very seriously and recognises that discrimination can only be effectively eliminated in partnership with all employees, senior leaders, Trustees and related third parties.

6.4 The Chief Executive Officer has overall responsibility for ensuring this policy is carried out.

6.5 Trustees and senior leaders of the Trust are responsible for ensuring that arrangements are in place to ensure effective day-to-day delivery of working practices and management of employees with due regards to this policy and statutory requirements.

6.6 All employees have a responsibility to carry out their duties in accordance with this Policy and statutory requirements.

6.7 The Board of Trustees and its delegated committees will promote, support and uphold this policy in all their dealings related to the management and governance of the Trust.

7. Breaches of the Policy

7.1 If a member of staff/a person believes they may have been disadvantaged because of a Protected Characteristic, they are encouraged to raise the matter through the Trust's Dignity at Work policy. Allegations regarding potential breaches of this policy will be treated in confidence and investigated.

7.2 These procedures apply during and after termination of your employment. Workers who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations of a breach in this policy which are found to have been made in bad faith will, however, be dealt with under the disciplinary procedure.

7.3 If, after investigation, you are proven to have engaged in any unwanted conduct because of a Protected Characteristic or otherwise acted in breach of this policy and depending on the severity you may be subject to disciplinary action and/or training. In serious cases, such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. The Trust will always take a strict approach to serious breaches of this policy.

8. Miscellaneous

8.1 Any amendments to this statement or associated policies will be in conjunction with the recognised trade unions and will be notified to employees in writing by the Trust's Head of HR and such written advice will inform employees as to the date when any amendment comes into effect.

9. Diversity, Equity and Inclusion Statement

We are committed to fostering a diverse, equitable, and inclusive environment where every individual is valued and respected. Our policies reflect our dedication to creating a workplace that embraces differences and promotes fairness. We believe that diversity enriches our organisation and drives innovation, and we strive to ensure that all employees have equal opportunities to succeed and thrive.