Bishop Luffa Learning Partnership

Rooted in Love, Together we Flourish

Policy Statement on Equality and Diversity in Employment

Reviewed by: BLLP Board of Trustees: February 2026
Approved by: BLLP Board of Trustees: February 2026
Next review due: October 2029

1. Aim Of Policy

The aim of this policy is to provide employees with a clear statement about the Trust's commitment to promoting equality and diversity within employment.

We seek to ensure that our working environment is one that respects and includes everyone regardless of their gender or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality (including citizenship); religious belief; disability and / or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.

Our Christian identity drives our vision and underpins our values.

2. Scope Of the Policy

This policy applies to all employees within the Trust, regardless of how long they have been employed, their contractual hours and contract type.

Definitions
For us "equality" is about opportunity, access, participation, and contribution on a fair and equal footing and providing a framework for this to happen.
The term "diversity" acknowledges there are differences between people and the Trust's values and respects the variety of backgrounds, perspectives, values, and beliefs of its employees.

3. Public Sector Equality Duty

The Equality Act 2010 places a statutory duty on the school to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation. ▪ Advance equality of opportunity.
- Foster good relations between people from different groups.

Refer to the information from by the Department for Education titled Equality Act 2010: Advice For Schools which provides guidance to help schools understand how the act affects them and how to fulfil their duties under the act.

4. Other Information and Policies

The Standards of Conduct policy sets out the expected standards of behaviour and conduct for all employees. Individual school policies can be viewed on their respective websites.

5. Guiding Principles

We are committed to providing equality of opportunity for all by eliminating discrimination. We will do this by ensuring that our practices reflect relevant employment legislation and good practice. Our employment decisions are based upon job related, objective criteria.

We are committed to having a workforce where everyone is treated with dignity and respect.

6. Employee Responsibilities

All employees, irrespective of their role, have a personal responsibility to comply with this policy, associated policies and to abide by the Equality Act 2010, in dealing with each other, managing staff and in their relationships with children, parents, carers, governors, trustees and other stakeholders.

In particular, employees must not:

- Discriminate against colleagues, other workers, job applicants, children, parents, carers, governors, or other stakeholders. ▪ Bully or harass colleagues, other workers, job applicants, children, parents, carers, governors, or other stakeholders.
- Encourage or try to encourage another person to treat others unfairly or to practice unlawful discrimination.
- Victimise people who have made allegations or complaints of discrimination or who have provided information about such discrimination.

We will not tolerate any of the above behaviours. Where employees commit an act of unjustified or unlawful discrimination, or allow discrimination to occur without taking appropriate action, then they could be liable to a claim being brought against them as an individual, for example at an Employment Tribunal. The employee could also be liable to disciplinary action for a breach of the Trust's Standards of Conduct, which could result in dismissal.

For more detailed information see the following documents:

- Standards of Conduct.
- Behaviour in the Workplace Policy.
- Definitions of bullying, harassment, and victimisation
- Types of discrimination.

7. Employer Commitment

We will carry out the following activities in order to demonstrate our commitment to equality and diversity, and also to fulfil our legal responsibilities.

7a. Employment Policies

We will ensure that our employment policies, practices, and associated guidance are fair to all by undertaking an equality analysis when we carry out employee related projects, policy developments and reviews. All of our policies associated guidance and procedures are available to view and download from the Bishop Luffa Learning Partnership and/or the individual schools' websites.

We will monitor the implementation of these policies to ensure that they remain fair in practice and that any barriers to and within employment are removed.

7b. Consultation

We have consultation arrangements with a number of trade unions and professional associations.

8. Accessibility

If a copy of this policy is required in an alternative format contact the Bishop Luffa Learning Partnership team at: https://www.bishopluffalp.org.uk/contact-us/

9. Document History

Author: Sally Mealing based on WSCC Policy written by HR Policy & Practice Team (LM).
Review due in October 2029, but the document will be updated during this time if required.

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