

MLT Equality Objectives - Staff

Equality objective 1: To improve the recruitment, retention, progression, development and experience all staff employed by The Maltby Learning Trust to enable the organisation to become an inclusive employer of choice.

Why we have chosen this objective:

Maltby Learning Trust Schools are predominantly placed within largely White-British working class communities with a corresponding lack of diversity. This social mix is reflected in the proportion of staff drawn from different ethnic groups or with protected characteristics. By increasing the diversity of staff working within the Trust with protected characteristic we will both improve the diversity of the staff team, and ensure children experience a learning community which better reflects society as a whole.

To achieve this objective, we plan to:

The Maltby Learning Trust will ensure that no discrimination exists in the recruitment of staff through the application of carefully structured recruitment systems and the monitoring of recruitment processes. Feedback will be sought from all applicants around recruitment processes and consultation sought with representative groups about how these could be improved. In addition, regular line management meetings will be used to facilitate regular dialogue with staff with protected characteristics about their working environment and any reasonable adjustments required.

Actions taken to enable the objective to be met:-

- Ensure any selection panels are aware of, and take account, of the school's aims regarding equality and diversity.
- Through the recruitment process, achieve a greater balance between the number of male/female members of staff employed by the academy.

Progress we are making towards achieving this objective:

Reviewed November 2022-

- Regular line management meetings are in place to enable staff to share their career aspirations and plan for opportunities for further professional development.
- The use of the online recruitment tool – Vacancy Filler – has tightened recruitment processes to ensure there is equality in application and recruitment.
- Diversity of staff body has changed.
- Closely working with Tertiary Education Establishments to support placement students with additional needs.

Reviewed November 2023-

- Line management practices persist with a clear, rigorous, and orbit approach. Two additional staff members have successfully completed the LDP, and three have finished the Apprentice Development Program. Furthermore, a member of the SLT is currently undergoing an NPQ in Leading Behaviour and Culture.
- All members of the Senior Leadership Team (SLT) have completed comprehensive and up-to-date safe recruitment training. The Chair of Governors has also successfully undergone and completed the necessary safe recruitment training.
- Over the past academic year, the Academy has actively offered a number of progression opportunities to staff. These opportunities have included promotions, professional development programs, or other avenues for career advancement. The Academy fosters professional growth among the staff, contributing to a dynamic and thriving work environment.
- The Academy continues to employ a robust and rigorous interview process.
- The induction provides a positive and inclusive onboarding experience for new staff, emphasising the Academy dedication to creating a supportive work environment. This contributes to an overall positive experience for employees, enhancing retention and satisfaction.
- The induction process highlights career development pathways within the Academy, demonstrating a commitment to the progression of staff. This ensures that there is an emphasis on professional growth and contributes to the Academy's attractiveness as an employer of choice.

Equality objective 2: To ensure that bullying and discrimination is eliminated in all its forms. To ensure that colleagues with protected characteristics feel and are safe, secure and free from discrimination in their working environment.

Why we have chosen this objective:

Evidence suggests that bullying and discrimination amongst staff teams are rare within Maltby Learning Trust academies, however, it is important that robust systems are in place to deal with these issues if they do occur. In order to ensure that these issues do not occur, diversity will be prominently promoted across all academies and inclusive, tolerant culture actively promoted through the MLT behaviours, British Values and taught curriculum. Reviews will be also undertaken of the processes for raising concerns within each academy and how these are addressed at individual academy and whole trust level.

To achieve this objective, we plan to:

The Maltby Learning Trust will ensure that all staff, but particularly those with protected characteristics are protected from bullying and discrimination through a zero tolerance approach to bullying and discrimination and the application of effective systems for dealing with them when they occur. In addition, an inclusive and tolerant culture will be created in all academies through the explicit promotion of the MLT behaviours and British Values.

Actions taken to enable the objective to be met:-

- Promote an environment/culture of openness.
- Whistleblowing policy available to all staff and reinforced at all times.

Progress we are making towards achieving this objective:

Reviewed November 2022-

- School culture and ethos promotes openness and staff are supported when concerns are raised.
- Whistleblowing Policy (March 2021) has been shared with all staff.
- Achievement of the RMBC Be Well @ Work Silver Award in July 2021.
- Staff Survey in June 2022 evidences that 100% of staff feel supported by leaders and leaders are considerate of staff wellbeing.

Reviewed November 2023-

- The regular focus on wellbeing during LMM meetings provides a platform for staff to voice concerns, contributing to an open and transparent communication culture.
- Be Well at Work Gold was accredited in October 2023 indicating a high level of success in eliminating bullying and discrimination.
- The appointment of four staff wellbeing champions promotes and supports staff wellbeing.
- There is a regular delivery of wellbeing workshops, covering diverse topics, contributing to holistic staff wellbeing. This has addressed specific needs and contributes to the overall wellbeing of staff.
- The Whistle Blowing policy was updated and reviewed in January 2023 and was redistributed to staff, there is a strong open-door policy within the Academy where staff feel they are confident in sharing concerns and feel supported in doing so.
- Staff handbook embedded and in place – staff well aware of what a professional working relationship looks like.
- Staff are all aware of where to report incidents and have done so in the past. Any incidents have been dealt with appropriately and to all parties' satisfaction.

Equality objective 3: To actively promote gender equality with the aim that the number/proportion of women in senior positions will increase.

Why we have chosen this objective:

While the workforce of the Maltby Learning Trust has a weighting in favour of female employees (359 female/125 male – 2019), a greater percentage of male employees fall within the middle to higher earning quartiles. The MLT commits itself, as an inclusive employer, to address this gap.

To achieve this objective, we plan to:

The Maltby Learning Trust will work to ensure that female employees are supported in applying for higher earning roles within the organisation. We will ensure that no bias, conscious or unconscious, is present in recruitment processes or provision of PPLD and other opportunities through monitoring and evaluation of uptake and feedback.

Actions taken to enable the objective to be met:-

- Facilitate and drive effective ongoing leadership recruitment at national, regional and local levels.
- Ensure that staff at all levels have access to purposeful PPLD irrespective of role within the academy.

Progress we are making towards achieving this objective:

Reviewed November 2022-

- December 2021 included the recruitment of two female Acting Assistant Principals within the academy.
- The MLT Leadership Development Programme was successfully completed in Summer 2022 by 5 staff.
- The academy workforce is predominately female, a male teacher was appointed in September 2022 and a male tutor is also supporting the School Based Tutoring Programme.
- All staff, at all levels, have access to relevant and purposeful PPLD. Any opportunities for further development are signposted to key staff.

Reviewed November 2022-

- All recruitment procedures are impartial and transparent, fostering a fair and equal opportunity for all candidates.
- protected characteristics are taken into account, preventing any form of discrimination during the recruitment process, with detailed records maintained for transparency.
- Early career teachers are informed about opportunities within the Trust and academy, emphasizing that these opportunities are available regardless of gender or any other protected characteristic.
- Encouraging all colleagues, irrespective of protected characteristics, to nurture ambition and leverage PLD to strive for high aspirations and fulfil their potential.
- Two individuals, including one support staff and one teacher, successfully completed the Leadership Development Program during the 22-23 academic year.
- Three apprentices have successfully completed the Apprentice Development Programme, with two apprentices accomplishing their end point assessments, showcasing dedication to skills development.
- Notable appointments of male teachers during the current academic year, contributing to a diverse and inclusive teaching staff.