



**MALBY LEARNING TRUST**  
Exceptional Experiences. Successful Lives.



## Equality Objectives (Staff)

Reviewed  
November 2024

**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 2024:

- Recruitment of staff remains always non-discriminatory in nature and equal opportunities form a statutory and important part of the application process.
- The Academy Equality Statement is published on the academy website and regularly reviewed.
- The equality Act 2010 is adhered to when recruiting staff.
- MLT code of conduct is understood by colleagues along with whistleblowing policy. This also part of induction for new staff
- Diversity is consistently prioritised and actively promoted through any interview process, presentations and advertisements.
- All feedback from any interview process is recorded and equal opportunities forms stored confidentially.
- Any member of staff with a vulnerability has been catered for with an individual risk assessment / plan. These are kept on file and reviewed regularly with the member of staff involved.
- All staff are treated equally, without prejudice and understand diversity and equal opportunities are a key part of the Academy's culture

**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 an 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 2024:**

- The regular focus on wellbeing during LMM meetings provides a platform for staff to voice concerns, contributing to an open and transparent communication culture
- 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.
- Accessibility Plan in place and regularly reviewed
- MLT code of conduct understood by all colleagues, this is revisited with staff regularly.

**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 2024**

- Recruitment processes remain unbiased and transparent in nature.
  - Protected characteristics are always considered, and no candidate is ever discriminated against because of these – records kept on file.
  - Early career teachers are made aware of wider opportunities within the Trust and the academy regardless of gender or any other protected characteristic.
  - Encourage all colleagues regardless of protected characteristics to have ambition and build on PPLD to 'aim high' and fulfil their potential