

## 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:

- 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.
- Appointment of an ethnic minority member of staff in September 2022.
- Closely working with Tertiary Education Establishments to support placement students with additional needs.

**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:

- 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.

**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:**

- 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 five female aspiring leaders.
- 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.