

Reviewed: January 2026

Next Review Date: January 2027

Review By: Oleksiy Omelchuk – Director

Policy Aim

The purpose of this policy is to provide diversity and equality to all in our employment and representation. We aim to create an environment where every individual is treated with dignity and respect, and where selection for employment, promotion, training, or any other benefit is based on aptitude and ability.

Principles

This policy is built upon the Equality Act 2010. We commit to protecting all individuals from discrimination, harassment, and victimisation based on the nine protected characteristics:

1. **Age:** Protecting both younger and older workers from ageist assumptions.
2. **Disability:** Ensuring reasonable adjustments are made for staff and candidates with physical or mental impairments.
3. **Gender Reassignment:** Supporting individuals who are proposing to undergo, are undergoing, or have undergone a process to change their sex.
4. **Marriage and Civil Partnership:** Ensuring equal treatment regardless of relationship status.
5. **Pregnancy and Maternity:** Protecting employees during pregnancy and the statutory period after childbirth.
6. **Race:** Including colour, nationality, and ethnic or national origins.
7. **Religion or Belief:** Including lack of religion or belief.
8. **Sex:** Protecting both men and women from discrimination.
9. **Sexual Orientation:** Ensuring a safe environment for individuals of all orientations

Our Commitments

- **Recruitment:** All vacancy advertisements and interview processes will be non-discriminatory. We will actively seek a diverse candidate pool to reflect the communities our schools serve.
- **Supply Placements:** We will not fulfill requests from schools that indicate a preference for or against a candidate based on a protected characteristic (e.g., requesting a "young" teacher).
- **Training:** All internal staff will receive regular training on unconscious bias and the Equality Act 2010.
- **Zero Tolerance:** Any form of bullying, harassment, or discrimination by staff, candidates, or clients will be investigated and may lead to disciplinary action or termination of the business relationship.

Reasonable Adjustments

We are committed to removing barriers for disabled candidates. This includes providing accessible interview formats and working with schools to ensure that supply staff have the necessary support to perform their roles effectively.

Monitoring

We will regularly monitor the demographic data of our applicants and working supply staff to identify trends, address under-representation, and ensure our processes remain fair and transparent.

Reporting Grievances

Any individual who believes they have been subjected to discrimination under this policy should raise the matter via our **Grievance Procedure**. All complaints will be handled seriously, confidentially, and without fear of victimisation.