



**St Gabriel**  
the Archangel

Catholic Multi-Academy Trust

# EQUALITY INFORMATION AND OBJECTIVES STATEMENT

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POLICY TO BE REVIEWED BIENNIAL OR EARLIER DUE TO ANY LEGISLATIVE  
CHANGES

FOR ALL ACADEMIES PART OF ST GABRIEL THE ARCHANGEL CATHOLIC  
MULTI-ACADEMY TRUST

Approved by Board of Directors: 12th February 2026

Next Review: December 2028

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## 1. Introduction

St Gabriel the Archangel Catholic Multi-Academy Trust (SGtA CMAT) is committed to providing high quality teaching and learning for our pupils. The Trust recognises that by valuing and promoting equality and diversity for all employees and job applicants, and avoiding unlawful discrimination in employment and delivery of services, the SGtA and its schools will be able to deliver first class education.

The SGtA aims to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. The SGtA also value diversity and recognise the varied contributions that a diverse workforce brings to an organisation; the SGtA is committed to drawing on different perspectives and experiences of individuals which will add value to what the SGtA does.

The SGtA will ensure that it does not discriminate against employees on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics).

The principles of non-discrimination also apply to how the SGtA expects our employees to treat our colleagues, pupils, parents and carers, visitors, clients, customers, suppliers and former employees regardless of whether the legal protection of having a protected characteristic applies.

This policy complies with the requirements of the Equality Act 2010. Under the general public sector equality duty of the Equality Act 2010, St Gabriel the Archangel Catholic Multi-Academy Trust must have due regard to the need to:

- (a) eliminate discrimination, harassment and victimisation;
- (b) advance equality of opportunity between people who share a protected characteristic and those who do not; and
- (c) foster good relations between people who share a protected characteristic and those who do not.

The duty covers the protected characteristics of race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment. The first part of the duty - the duty to eliminate discrimination, harassment and victimisation - also applies to the protected characteristic of marriage and civil partnership. As a Trust employing more than 250 people, we will also publish gender pay gap information on our website in line with the current reporting regulations.

As part of the application of this policy, the SGtA may collect, process and store personal data and special categories of data in accordance with our Data Protection policy. We will comply with the requirements of **UK Data Protection Legislation**

This policy does not form part of any employee's contract of employment and may be amended at any time.

This Policy should be read in conjunction with other SGtA policies including:

- (d) Pay policy
- (e) Appraisal policy
- (f) Grievance Policy
- (g) Disciplinary policy

- (h) Whistleblowing policy
- (i) Sickness Absence Policy

## **2. Scope and purpose**

This policy covers all individuals working at all levels and grades in the SGtA including Directors, Governors, employees, consultants, contractors, trainees, part-time and fixed-term employees, volunteers, casual workers and agency staff (i.e. whether paid or not, in this policy they are collectively referred to as **employees**).

This policy applies to all aspects of the employment relationship and covers job advertisements, recruitment and selection, training and development, opportunities for promotion, conditions of service, pay and benefits, conduct at work, disciplinary and grievance procedures, and termination of employment. It also applies to former employees, for example, in the provision of employment references.

The purpose of this policy is to set out how we will put our commitment into action and comply with the law, to ensure that equality and diversity is promoted in the workplace and our employees are not subject to and do not commit unlawful acts of discrimination.

## **3. Roles and responsibilities**

The Board of Directors has overall responsibility for the effective operation of this policy and for ensuring compliance with equality legislation. Day-to-day operational responsibility is delegated to the CSEL and Principals of Academies.

All senior leaders must set an appropriate standard of behaviour, lead by example and ensure that those they manage adhere to the policy and promote our aims and objectives with regard to equal opportunities. All employees have a duty to act in accordance with this policy and not to discriminate against or harass other employees, treating them with dignity at all times. They should also apply this to how they treat members of the public in the provision of services and should support the SGtA in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplace.

## **4. Forms of discrimination**

Discrimination by, or against an employee is generally prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect and it may occur intentionally or unintentionally. Various forms of discrimination and harassment are defined in the legislation.

**Direct discrimination** occurs where someone is treated less favourably because of one or more of the protected characteristics as set out above. In limited circumstances, employers can directly discriminate against an individual for a reason related to any of the protected characteristics where there is an occupational requirement. The occupational requirement must be crucial to the post and a proportionate means of achieving a legitimate aim. It will only be exceptional circumstances that this will apply in the SGtA, for example in line with our legal articles in maintaining catholic education and character of our schools.

**Indirect discrimination** occurs where someone is disadvantaged by a provision, criterion or practice that also puts people with a protected characteristic at a particular disadvantage. Such a requirement will need to be objectively justified.

**Harassment** related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Pregnancy and maternity, and marriage and civil partnership are not protected directly under the harassment provisions. However, pregnancy and maternity harassment would amount to harassment related to sex, and harassment related to civil partnership would amount to harassment related to sexual orientation.

**Victimisation** is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

**Discrimination by association** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.

**Discrimination by perception** is where an individual is directly discriminated against or harassed based on a perception that a person has a particular protected characteristic irrespective of whether they do have that protected characteristic (this does not include marriage and civil partnership and pregnancy and maternity).

**Third-party harassment** occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity), by third parties such as parents and carers, clients or customers.

## 5. **Applying the SGtA policy to recruitment and selection**

The SGtA aims to ensure that no job applicant suffers discrimination because of any of the protected characteristics. SGtA recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant skills and abilities. All applicants will be provided with a copy of our Privacy Statement which sets out how the SGtA will gather, process and hold personal data of individuals during the recruitment process.

Job selection criteria are regularly reviewed to ensure that they are relevant to the job. Short listing of applicants should be done by more than one person wherever possible.

Job advertisements should avoid stereotyping or using wording that may discourage groups with a particular protected characteristic from applying.

The SGtA will take reasonable steps, where appropriate depending on the situation, to ensure that vacancies are advertised to a diverse labour market and, where relevant, to particular groups that have been identified as disadvantaged or underrepresented in the SGtA .

Applicants will not be asked about health or disability before a job offer is made, other than where it is necessary to;

- (a) establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments).
- (b) establish if any reasonable adjustments need to be made to enable an applicant to have a fair interview or assessment.
- (c) carry out equal opportunities monitoring (which will not form part of the decision-making process).

Applicants will not be asked about past or current pregnancy or future intentions related to pregnancy. Applicants will not be asked about matters concerning age, race, religion or belief, sexual orientation, or gender reassignment.

The SGtA is required by law to ensure that all employees are entitled to work in the UK. Assumptions about immigration status should not be made based on appearance, name or apparent nationality. **All prospective employees**, regardless of nationality, must be able to produce original specified documents before employment starts to satisfy current immigration legislation.

To ensure that this policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged in the SGtA, the SGtA may monitor diversity data as part of the recruitment process and as set out in our Privacy Statement and Data Protection Policy. Provision of this information is voluntary and it will not adversely affect an individual's success at recruitment or any other decision related to their employment. Analysing this data helps the SGtA to take appropriate steps to avoid discrimination and improve equality and diversity.

## **6. Applying the SGtA policy to training, promotion, pay decisions and conditions of service**

All employees will be provided with a copy of the SGtA Privacy Statement which sets out how the AMC will collect, hold and share personal data of individuals during their employment.

Employees' training needs will be identified through the SGtA appraisal process. All employees will be given appropriate access to training for their job and in order to enable them to progress.

Pay and promotion decisions will be based on an employee's performance (where relevant), skills and experience as detailed in our Pay policy.

The SGtA's conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all employees who should have access to them and that there are no unlawful obstacles to accessing them.

## **7. Applying the SGtA policy when terminating employment**

The SGtA will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory.

The SGtA will also ensure that disciplinary procedures and penalties are applied without discrimination, whether they result in disciplinary warnings, dismissal or other disciplinary action.

## **8. Disability discrimination**

If an employee is disabled or becomes disabled, the SGtA encourages them to tell the SGtA about their condition so that they can be supported as appropriate.

If an employee experiences difficulties at work because of their disability, they may wish to speak to their line manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty. The line manager, with support from HR, may wish to consult with the employee and their medical adviser(s) about possible adjustments. The SGtA will consider the matter carefully and try to accommodate an employee's needs within reason. If the SGtA considers a particular adjustment would not be reasonable they will explain the reasons and try to find an alternative solution where possible.

The SGtA will monitor the physical features of SGtA premises to consider whether they place disabled employees or job applicants at a substantial disadvantage compared to other employees. Where reasonable, the SGtA will take steps to improve access for employees who have a disability.

## **9. Breaches of this policy**

If any employee believes that they may have been discriminated against or subject to harassment they are encouraged to raise the matter through the SGtA Grievance Procedure. If they are uncertain or need advice on how to proceed they should speak to the SGtA HR department.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure. Employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be dealt with under our Disciplinary Policy and Procedure.

Any member of staff who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. The SGtA takes a strict approach to serious breaches of this policy.

## **10. Review of policy**

This policy is reviewed annually by St Gabriel the Archangel Catholic Multi-Academy Trust. The SGtA will monitor the application and outcomes of this policy to ensure it is working effectively.

## **Statement on Equal Opportunities**

As a Catholic Multi-Academy Trust, St Gabriel the Archangel is committed to upholding the dignity of every individual, created in God's image. Our mission is to provide an educational environment that is free from discrimination, harassment, and victimisation, ensuring all employees and job applicants are treated with dignity and respect. We are dedicated to building a diverse workforce and making all employment decisions based on merit, skills, and abilities, opposing unlawful discrimination in all its forms, and creating a workplace where everyone has the opportunity to succeed.

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## **Safeguarding Statement**

We are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All appointments are subject to an enhanced DBS check, satisfactory references, and pre-employment medical clearance. In line with Keeping Children Safe in Education (KCSIE), online searches will also be carried out for shortlisted candidates. This post is exempt from the Rehabilitation of Offenders Act 1974.

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## Equality Act 2010 – Reasonable Adjustments

SGtA is committed to making reasonable adjustments for job applicants with a disability to ensure they aren't at a substantial disadvantage during the recruitment process. We want to ensure that all individuals have an equal opportunity to apply for and be selected for posts.

The duty to make these adjustments applies at all stages of the recruitment process, including the application, assessment, and interview. A reasonable adjustment is a change that removes or reduces a disadvantage linked to a person's disability.

Examples of adjustments may include:

- Modification of documentation (e.g., large print, Braille, audio format).
- Adjustments to testing or assessment methods (e.g., oral vs written responses).
- Provision of a reader, auxiliary aids, or adapted equipment.
- Accessibility modifications to interview premises.
- Provision of sign language interpreters or accessible parking.

SGtA strives to ensure the recruitment process is fair and accessible to all applicants, in line with legal obligations and best practice.

Version	Date	Action/Notes	Signature of the Chair of Committee/Board
1	12/02/2026	Approved by BoD	