EQUITY, DIVERSITY, AND INCLUSION (EDI) POLICY

Resilience
Multi Academy
Trust

Summary	RMAT wants to ensure the workplace is a fair and harmonious environment and eliminates discrimination and harassment.
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Applies to: **(please circle/delete as appropriate)**	**Colleagues** ☒ **Student**☐ **Community** ☒
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Nov 2019	1	Created	
Aut 2021	2	Reformatted	Reformatted
Aut 2023	3	Reviewed	Minor amendments including clarity around Local Review Board Members and Trust Board Members/Trustees.
Jun 2024	4	Amended	Title of Policy, Introduction, scope and purpose of policy, Publication, roles and responsibilities, forms of discrimination, application to recruitment
May 2025	5	Amended	Rebranding
Apr 2026	6	Amended	EIA updated
Oct 2026	7	Amended	7 – Changed ref to UKGDPR, 22 – Ref to sexual harassment. 42 – Ref to applying our policy to terminating employment. 44 – Ref to disability discrimination. A1 – EIA updated

Contents

Document Control 1
Introduction 3
Scope and purpose of this Policy and who it applies to 4
Publication of this Policy 4
Roles and Responsibilities 4
Forms of Discrimination 5
Applying our policy to recruitment and selection 6
Applying our policy to training, promotion, pay decisions and conditions of service 7
Applying our policy when terminating employment 8
Disability Discrimination 8
Part time and fixed-term work 9
Breaches of this Policy 9
Monitoring 9
Other Documents 9
Appendix 1 - Equality Impact Assessment 11

Introduction

1. RMAT is committed to providing high-quality teaching and learning for our children. We recognise that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to RMAT.

2. We aim 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. We also value diversity and recognise the varied contributions that a diverse workforce brings to an organisation; we are committed to drawing on different perspectives and experiences of individuals which will add value to what we do. We acknowledge intersectionality and the impact that a wide variety of differences will have on the individual and the workplace.

3. We will ensure that we do not discriminate against colleagues on the basis of:

    - age,
    - disability,
    - gender reassignment,
    - gender definition,
    - intersex and non-binary
    - marital or civil partner status,
    - pregnancy or maternity,
    - race, colour, nationality, ethnic, or national origin.
    - religion or belief,
    - sex or sexual orientation; or
    - any combination of those listed above (the protected characteristics).

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

5. This policy complies with the requirements of the Gender Recognition Act 2004 and the Equality Act 2010. Under the general public sector equality duty of the Equality Act 2010, RMAT must have due regard to and are committed to:

    - eliminate discrimination, harassment, and victimisation.
    - advance equality of opportunity between people who share a protected characteristic and those who do not; and
    - set diversity objectives.
    - identify a senior level champion for leading the diversity strategy.
    - secure top-level ownership and sponsorship
    - develop and cascade a diversity vision statement.
    - foster good relations between people who share a protected characteristic and those who do not.

6. The duty covers the protected characteristics of race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity, gender reassignment, gender definition, intersex,

and non-binary. 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 part of our duty, we publish on our website:

- Our equality objectives (at least every four years); and
- Information that demonstrates our compliance with this duty.
- We will also publish gender pay gap reporting in line with the regulations.

7. As part of the application of this policy, RMAT 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 data protection legislation including the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018 and any implementing laws, regulations, and secondary legislation, as amended or updated from time to time, in relation to how we collect, hold, and share personal data. Records will be kept in accordance with our records management policy, and in line with the requirements of data protection legislation.

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

Scope and purpose of this Policy and who it applies to

9. This policy covers all individuals working at all levels and grades in RMAT, including trustees, members, LRB members, Principals, senior leadership, employees, consultants, contractors, trainees, part-time and fixed-term employees, volunteers, casual workers, and agency colleagues (collectively referred to as employees in this policy).

10. This policy applies to all aspects of the employment relationship and covers job advertisements, recruitment and selection, training and development, opportunities for promotion, appraisals, 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. This policy focuses on employment and does not cover the provision of services to our students.

11. The purpose of this policy is to set out our approach to equal opportunities, how we will tackle discrimination and 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.

Publication of this Policy

12. The policy will be available on the website of each Academy, the RMAT website and SharePoint.

Roles and Responsibilities

13. Our RMAT Board has overall responsibility for the effective operation of this policy and for ensuring compliance with equality legislation. Day-to-day operational responsibility for this policy including regular review of this policy, has been delegated to HR.

14. 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.

15. All employees must be aware of this policy and have a duty to act in accordance with this policy and not to discriminate against or harass other people including employees, former employees and job applicants treating them with dignity at all times. This also applies on work-related trips or events including social events. They should also apply this to how they treat members of the public in the provision of services and should support RMAT in meeting its commitment to provide equal opportunities for all and promoting diversity in the workplace.

16. If you have any questions about the content or application of this policy, you should contact HR for further information.

17. Colleagues are invited to comment on this policy and suggest ways in which it might be improved by contacting HR.

Forms of Discrimination

18. Discrimination by or against an employee is prohibited unless there is a specific legal exemption. Discrimination may be direct or indirect, and it may occur intentionally or unintentionally.

19. Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics as set out above. For example, rejecting a job applicant because of their religious views or because they might be gay. 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 in exceptional circumstances that this will apply in RMAT.

20. Indirect discrimination occurs where someone is disadvantaged by a provision, criterion or practice that applies to everyone but puts people with a protected characteristic at a particular disadvantage. Such a requirement will need to be objectively justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be objectively justified.

21. 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. Harassment is dealt with further in our Grievance and Harassment Policy.

22. The law protects employees, workers, contractors, the self-employed, apprentices, those undertaking vocational training, volunteers, former workers, and job applicants from sexual

harassment and RMAT has a duty to take reasonable steps to prevent sexual harassment of colleagues at work. Examples of sexual harassment include, but are not limited to:

- Flirting, gesturing, making sexual remarks about someone's appearance in any means of communication.
- Asking question about someone's sex life.
- Telling sexually offensive jokes/pranks, and/or sharing pornographic or sexual images.
- Unwanted touching, kissing, or assault.

23. To report an incident of sexual harassment or to raise a concern, contact your line manager, Principal or HR and please refer to the preventing sexual harassment at work policy for details of how RMAT responds to a report of sexual harassment.

24. 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. This includes where someone mistakenly believes that the victim has complained, given information or supported someone else's complaint.

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

26. 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).

27. 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.

Applying our policy to recruitment and selection

28. We aim to ensure that no job applicant suffers discrimination because of any of the protected characteristics. When recruiting or on promotion, we will aim to take steps to improve the diversity of our workforce and provide equality of opportunity. Our recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant kills and abilities. All applicants will be provided on request with a copy of our Recruitment Privacy Notice which sets out how we will gather, process, and hold personal data of individuals during the recruitment process. Our recruitment processes are set out in our Recruitment and Selection Policy.

29. Job selection criteria as set out in the person specification will be 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 and will be carried out objectively against the requirements of the job.

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

31. We will take reasonable steps, where appropriate depending on the situation, to ensure that our vacancies are advertised to a diverse labour market. This policy will be made available to applicants upon request and can also be found on our website to download.

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

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

33. Job offers will be conditional upon a satisfactory medical check in accordance with our obligation under Keeping Children Safe in Education, where a school must verify the candidate's mental and physical fitness to carry out their work responsibilities in accordance with the Education (Health Standards) (England) Regulations 2003.

34. Applicants will not be asked about past or current pregnancy or future intentions related to pregnancy or gender identity or history. Applicants will not be asked about matters which may suggest an intention to discriminate on the grounds of a protected characteristic. Applicants will be asked to clarify which pronoun they would prefer to be referred to.

35. We are 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. The list of acceptable documents is available from HR.

36. To ensure that this policy is operating effectively, and to identify groups that may be underrepresented or disadvantaged in RMAT, we monitor diversity data as part of the recruitment process and as set out in our Recruitment Privacy Notice 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. The information is removed from applications before short listing and kept in an anonymised format solely for the purposes stated in this policy. Analysing this data helps us take appropriate steps to avoid discrimination and improve equality and diversity.

Applying our policy to training, promotion, pay decisions and conditions of service.

37. All employees will be provided with a copy of our workforce privacy notice, which sets out how we will collect, hold, and share personal data of individuals during their employment.

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

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

40. Our 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.

41. Relevant national and local conditions of service within our trust as applied to our employees, will meet the requirements of equal opportunities.

Applying our policy when terminating employment

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

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

Disability Discrimination

44. Disability discrimination includes direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate the effects caused by a disability.

45. If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate.

46. If you experience difficulties at work because of your disability, you may wish to contact your line manager or human resources to discuss any reasonable adjustments that would help overcome or minimise the difficulty. Your line manager or human resources may wish to consult with you and your medical adviser(s) about adjustments. We will consider the matter carefully and try to accommodate your needs within reason. If we consider a particular adjustment would not be reasonable, we will explain our reasons and try to find an alternative solution where possible.

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

48. We are committed to inclusivity and accessibility. We guarantee to interview a disabled applicant, provided they meet the minimum criteria for the job. This applies to all internal and external vacancies.

Part time and fixed-term work

49. Part-time and fixed-term colleagues should be treated the same as comparable full-time or permanent colleagues and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

Breaches of this Policy

50. If you believe that you may have been discriminated against, or you have witnessed discrimination, you are encouraged to raise the matter through our grievance procedure. If you believe that you may have been subject to harassment, you are encouraged to raise the matter through our anti-bullying and harassment policy. If you are uncertain which policy applies or need advice on how to proceed you should speak to HR.

51. 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 procedure.

52. Where the Trust does not employ an individual who feels that they have been discriminated against by an employee, manager or Local Review Board Member of the Academy or Trustee, they should refer to the Trust's Complaints Policy.

53. Any colleague 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. We take a strict approach to serious breaches of this policy.

Monitoring

54. HR will monitor the implementation and effectiveness of the policy. Issues arising from regular reporting or audits will also help inform this process as will any ad hoc concerns raised by colleagues, students, or the community.

55. HR will monitor the relevant legislation, guidelines, and information forthcoming from the relevant statutory bodies for any recommendation or changes.

56. HR will advise the People committee of the Trust Board of any changes that are needed, and a proposal will be submitted to the Trust Board within an appropriate timescale. There will be a full review of the policy by HR prior to the stated review date where recommendations will be made for consideration by the People Committee.

Other Documents

57. The following documents should be read in conjunction with this policy:

- Equality Act
- Equality Information and Objectives Policy (Public Sector Equality Duty)
- Recruitment and Selection Policy

- Whistleblowing Policy
- Grievance and Bullying and Harassment Policy
- Complaints Policy

Appendix 1 - Equality Impact Assessment

Policy Title: Diversity, Equity, and Inclusion Policy
Policy Owner: RMAT
Date of assessment: Oct 2026
Assessed by: COO

Purpose of the Policy:

- Supports a fair, inclusive, and respectful workplace.
- Prevent discrimination, harassment, and victimisation.
- Meet equality act and public sector equality duty requirements.

Groups affected:

- All RMAT colleagues.
- Trustees and Local Review Board (LRB) members.
- Job applicants and former employees.
- Contractors, volunteers, and agency colleagues.

Protected characteristics considered:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Whilst not protected characteristics under the Equality Act 2010 in their own right, the Trust recognises and considers the impact of this policy on colleagues who identify as non-binary, intersex, or who have a gender identity or expression not otherwise captured within statutory protected characteristics.

Potential impacts

Positive impacts:

- Sets clear expectations of behaviour across RMAT.
- Promotes consistent and lawful decision making.
- Supports dignity and respect at work.
- Applies across all employment stages including recruitment, pay, and conduct.
- Strengthens reporting routes and protection from victimisation.
- Strengthens protection from sexual harassment through specific prevention and reporting measures.
- Enhances inclusion for disabled applicants through a guaranteed interview commitment where minimum criteria are met.
- Recognises intersectionality and the impact of multiple characteristics on workplace experience.
- Supports gender identity inclusion through respectful use of preferred pronouns.
- Improves accessibility through commitments to reasonable adjustments and review of physical environments.

Negative or unequal impacts:

- Risk of inconsistent application across academies.
- Risk of misunderstanding legal boundaries without training.
- Risk of under reporting due to fear or lack of confidence.
- Risk that managers apply reasonable adjustment requirements inconsistently.
- Risk of misunderstanding terminology relating to gender identity, gender reassignment, intersex, and non-binary colleagues.
- Risk that colleagues do not report sexual harassment due to concerns about confidentiality or potential repercussions.

Mitigation actions:

- Clear roles and responsibilities for leaders and managers.
- HR oversight of complaints and policy application.
- Regular training for colleagues and leaders.
- Clear links to grievance, harassment, and complaints procedures.
- Policy published and accessible to all.
- Regular training on equality, diversity, inclusion, sexual harassment prevention, and reasonable adjustments.
- Guidance for managers on supporting transgender, non-binary, and disabled colleagues.
- Monitoring of recruitment outcomes, workforce diversity data, and harassment complaints.
- Clear reporting routes for sexual harassment concerns.
- Periodic review of accessibility arrangements and reasonable adjustment processes.

Monitoring and review:

- HR monitors complaints and outcomes.
- Workforce data reviewed to identify patterns or gaps.
- Feedback from colleagues considered during reviews.
- Formal review in line with published review cycle or legal change.
- Monitoring of recruitment diversity information.
- Monitoring of sexual harassment reports and outcomes.
- Monitoring disability-related reasonable adjustment requests.
- Periodic review of workforce diversity trends and representation.

[i] Section 60 of the Equality Act 2010