The Bishop Konstant Catholic Academy Trust

Learning Communities, Inspired by Faith

Trust Equality, Diversity and Inclusion Statement 2025

The Bishop Konstant Catholic Academy Trust,
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POLICY DOCUMENT	Trust Equality, Diversity and Inclusion Statement
Legislation/Category: Academy Schools	Recommended
Lead Member of Staff:	Head of HR
Approved by:	Trust Policy Committee
Date Approved:	November 2025
Revision Date:	November 2027
Review Frequency:	Biennially

Mission Statement

All policies are written in line with our Trust Mission statement:

"Inspired by faith through love, friendship and joy."

We embrace the teachings of Jesus Christ, infusing every aspect of our trust with **love**. Our pupils, families, and staff are encouraged to show compassion, kindness, and respect to one another, creating nurturing environments where everyone feels valued and loved. We foster a deep sense of love for God, self, and others, empowering our pupils to make positive contributions to society.

We recognise the importance of relationships and the power of **friendship** in shaping lives. Our schools foster an atmosphere of genuine fellowship, where pupils form deep connections with their peers, teachers, and the wider community. We promote inclusivity, understanding, and empathy, cultivating an environment where diversity is embraced and friendships are built on mutual respect. Our pupils learn the value of teamwork, cooperation, and service, as they become compassionate leaders who forge lasting friendships rooted in faith.

We believe that **joy** is a reflection of God's presence in our lives. Our schools are places where joy abounds, where pupils are encouraged to find joy in learning, discovering their talents, and building meaningful relationships. Through engaging and innovative teaching, we inspire

a lifelong love of learning, instilling in our students a sense of wonder and curiosity about the world around them. We celebrate achievements, milestones, and special moments, ensuring that joy permeates our school communities.

Change Control

Version	***Date***	***Author***	***Changes***
1.1	Nov 2025	Trust HR Manager	Reviewed and dates updated.
1.0	September 2023	Trust HR Manager	Newly created statement

Contents

Mission Statement 1
Change Control 3
Introduction 4
The Statement's Purpose 4
The Trust's commitment 5
Further Information 6
Application Data 7
Appendix 1 8

Introduction

The Bishop Konstant Catholic Academy Trust is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society, and for each employee to feel respected and able to give their best.

Whilst this policy focuses on staff, the Trust is also committed against unlawful discrimination of pupils, parents/carers or the general public.

The statement's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time.

- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

The Trust commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice and help to nurture a valuable sense of community.

- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

  This commitment includes training line managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy.

  Responsibilities include staff conducting themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

  All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, pupils, parents/carers, suppliers and the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

  Such acts will be dealt with as misconduct under the Trust's grievance resolution and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

  Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

- Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

  Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

- All recruitment will be carried out in accordance with Trust's Safer Recruitment Policy which is aimed at ensuring that the most suitable candidate is appointed fairly to the job. Selection will be based on objective and job-related criteria and the successful candidate will be chosen on his/her merits and abilities. Applicants will be asked to complete a Recruitment Monitoring form as part of their application. This information will be separated from the application form and will be used for monitoring purposes only and will play no part in the selection process.

Further Information:

The equality, diversity and inclusion policy is fully supported by the Trust Board.

Details of the Trust's grievance and disciplinary policies and procedures can be found at the Trust. This includes with whom an employee should raise a grievance – usually their line manager.

Use of the Trust's grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.

Application Data

Monitoring and Review of this Policy

The Trust shall be responsible for reviewing this policy from time to time to ensure that it meets legal requirements and reflects best practice.

The Bishop Konstant Catholic Academy Trust is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, company number 08253770, whose registered office is at St Wilfrid's Catholic High School & Sixth Form College, Cutsyke Road, Featherstone WF7 6BD

Appendix 1

Other Trust policies and procedures referred to in this policy which are available from the Trust –

- Trust Grievance Resolution Policy and Procedure
- Trust Disciplinary Policy and Procedure
- Trust Safer Recruitment Policy