

ELEVATE BEYOND LIMITED

Equality, Diversity and Inclusion Policy

Supporting Every Step Forward

POLICY INFORMATION	
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This document should be read alongside: Candidate Code of Conduct, Safer Recruitment Policy. It sets out Elevate Beyond's duties under the Equality Act 2010 as an employer, as an employment service-provider, and as a supplier of workers to schools.

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1. About This Policy

Elevate Beyond places professionals into settings that educate some of the most marginalised children in the country: young people who are disproportionately from particular ethnic, socio-economic and care-experienced backgrounds, and who are disproportionately excluded from mainstream education. A recruitment business serving that sector cannot be indifferent to who it puts in front of those children, or how it treats the people it places.

2. The Protected Characteristics

Elevate Beyond will not discriminate against, harass or victimise anyone because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. This applies to direct and indirect discrimination alike.

3. Our Duties as an Employment Service-Provider

Elevate Beyond is an employment service-provider under sections 55 and 56(2) of the Equality Act 2010. That has two consequences the company takes seriously.

First, section 55 prohibits discrimination in the arrangements for deciding who to provide the service to, in the terms on which it is provided, by refusing to provide it, and by subjecting a person to a detriment during it.

Second, under section 55(6) Elevate Beyond owes candidates its own duty to make reasonable adjustments. This duty applies to registration, interviews, the compliance process and how we communicate. It exists independently of the separate duty that a client school owes to a placed candidate as a contract worker under section 41, and neither duty discharges the other.

4. Candidates

Registration and placement decisions are made on one basis: whether the person is suitable and safe to work with the children in a given setting. Suitability means experience, values, professional conduct and compliance with the seven-step vetting framework. It never means a protected characteristic.

Reasonable adjustments

Candidates with a disability may ask for adjustments at any stage: during registration, during compliance, or on assignment. Elevate Beyond will make reasonable adjustments itself and will raise the candidate's needs with the client school where the candidate consents. A candidate is never asked to disclose a disability as a condition of registering.

Pay

Candidates doing the same role in the same setting are offered the same rate, regardless of any protected characteristic, and regardless of how effectively they negotiate. Candidates who reach twelve continuous calendar weeks in the same role with the same hirer are entitled to the same basic pay and working conditions as if directly recruited, under the Agency Workers Regulations 2010. Payment through an umbrella company does not remove that entitlement.

5. Client Schools

Discriminatory instructions will not be accepted. If a school asks for a candidate to be excluded or preferred on the basis of a protected characteristic, Elevate Beyond will not act on it. The request is recorded, and Sulayman discusses it with the school.

Two things follow in law. A school that gives such an instruction breaches section 111 of the Act, and Elevate Beyond may bring proceedings itself as well as reporting the matter. And a company that complies is liable in its own right under section 55. Refusing is therefore both the right and the safer course.

Occupational requirements

The Equality Act permits a genuine occupational requirement in narrow circumstances. A school may, for example, lawfully require a worker of a particular sex to provide intimate personal care to a pupil. Under Schedule 9 paragraph 1 the requirement must be an occupational requirement, and applying it must be a proportionate means of achieving a legitimate aim.

Elevate Beyond may rely on a school's assertion that a requirement is lawful only where the conditions in Schedule 9 paragraph 5(3) are met: the statement is in writing, it comes from a person with authority to offer the work, and it is reasonable for us to rely on it. A school that knowingly or recklessly makes a false or materially misleading statement of this kind commits a criminal offence under Schedule 9 paragraph 5(4) and (5).

Every such request is assessed case by case by Sulayman, and the proportionality reasoning is recorded on file. It is never a standing category, and a request that is a proxy for age, race, religion or disability will be refused however it is framed.

Candidates experiencing discrimination on assignment

If a placed candidate is discriminated against or harassed by school staff or pupils, Elevate Beyond will support the candidate, raise it with the school, and will end the placement rather than require a candidate to endure it. The candidate's willingness to be identified is respected.

6. Within the Business

The partners will treat each other and everyone they deal with — candidates, school staff, suppliers — with respect. Bullying and harassment are not tolerated in either direction, and a complaint about a partner's conduct can be raised with the other partner.

7. Monitoring

As the candidate base grows, Elevate Beyond will collect anonymous equality monitoring data at registration, on a voluntary basis, so that it can see whether particular groups are registering but not being placed. Monitoring data is held separately from selection records and plays no part in placement decisions.

Why monitoring matters

The absence of complaints is not evidence that a business is fair.

This policy will be reviewed annually against what the monitoring data actually shows.

8. Training and Responsibility

Both partners will keep their understanding of the Equality Act current. Sulayman holds overall responsibility for this policy. Any concern about discrimination, whether by the company, a school or a candidate, is raised with him and recorded.

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