



The Diocese of Ely

ACT Multi
Academy
Trust
**Agapé, Courage
Thankfulness**

Trust Policy Statement on HR

Policy Statement

The ACT Multi Trust is committed to ensuring consistency of treatment and fairness of employees and will abide by all relevant equality legislation, i.e., Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and Equalities Act 2010/2012.

The ACT Trust and all member schools in the Acer Trust will adopt common HR Policies to ensure consistency across the Trust. These policies will have been approved by the Trust Board and a model policies provide by our advisors EPM

HR will support managers and employees to help individual staff members to develop in their roles. HR will also assist the organisation in developing to meet its values and goals.

Guidance for Schools/Academies

The ACT Trust Policy Register sets out the HR policies for the Trust. Some of these are Trust Policies which apply to all schools/academies and some are model policies which require schools to add additional information relevant to the local context. This is made clear in the ACT Trust Policy Register.

Since these policies are Trust policies, Local Governing Bodies need to adopt them but do not need to approve them

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| Review Cycle | 2 years | Owner | CEO | Approval Body | Trust Board |