# Respect and Workplace Conduct Statement

At the Diocese of Gloucester Academies Trust, we are committed to fostering an inclusive, respectful, and supportive workplace where everyone feels valued and safe. Respect is the foundation of our organisations vision and culture, and we expect every employee, volunteer contractor, and visitor to uphold the highest standards of professionalism and mutual respect.

We maintain a zero-tolerance policy for or any form of harassment, including sexual harassment, discrimination, or inappropriate behaviour. Sexual harassment is not only against our policies but is also a violation of the dignity and respect every individual deserves. This includes unwelcome sexual advances, inappropriate comments, jokes, or gestures, and any conduct that creates a hostile or uncomfortable work environment.

If any employee, volunteer, contractor, or visitor experiences or witnesses' behaviour that violates this commitment, we encourage them to report it immediately without fear of retaliation. Our organisation is dedicated to thoroughly investigating such matters and taking appropriate corrective actions to ensure accountability and prevent recurrence.

You can report any concern to the Headteacher in person or by emailing the [Insert name and contact details] or to the Trust Chief Operating Officer on 01452 942415 Extension 5105 or by emailing nwadley@cen.dgat.org.uk

By prioritising respect and standing firmly against harassment, we aim to create a workplace where everyone can flourish, thrive and contribute their best work, free from fear or discrimination. Respecting one another is not just a policy—it is a promise we make to all who engage with our organisation.

The Diocese of Gloucester Academies Trust