





# Equalities Policy

THIS POLICY WAS AGREED BY TRUSTEES ON (Date):	20 <sup>th</sup> March 2025
REVIEW DATE:	March 2028
CHAIR OF TRUSTEES:	
CEO:	

We welcome our duties under the Equality Act 2010. The Trust’s general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school communities because of their:

- Sex
- Age
- Race.
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership
- Social class\*

\*Social class is not covered in the Equality Act 2010 but is in the EPA Equalities Policy with equal weight to the protected characteristics above.

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We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our Trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

### **Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the schools and Trust. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Headteachers as a group will share good practice in how they and others, deal with topics and issues in the most effective way.

As an Academy Trust we follow National Curriculum Guidance, Examination Board Curricula and DfE Guidance (rather than sit outside of these) – one of the reasons is that these themselves often aim to exemplify good practice in equal opportunities.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our schools with the utmost severity. When an incident is reported, our schools are devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

The Trust will monitor this generally and specifically exclusions to ensure that appropriate standards are maintained in terms of its statutory duty and the most recent DfE Guidance.

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Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The Trust's employees and all adults associated with the Trust will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.
- Express views in the course of their work which contravene the Equalities Policy of the Trust
- This will be monitored by the Trust

The Trust's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the schools provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness sessions.
- Inviting guest speakers to talk to pupils about diversity or champion issues related to diversity.
- Incorporating lessons about diversity into the curriculum.
- Headteachers will share good practice of the above within and between schools, including how to build in 'pupil voice' and positive role models from external input.

## **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.

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- Sex.
- Sexual orientation.
- Social class

Equality of opportunity and non-discrimination extends to the treatment of all members of the school communities. All staff members are obliged to act in accordance with the Trust's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action. The CEO will report to the Trust Board on these matters.

### **Diversity, inclusion and ensuring we evaluate our practice**

Each school should set out its own Equalities Objectives which should be in line with this overall Trust policy. *(The CEO is responsible for the employees in the Central Team in this regard)*. There is no one format for this and Headteachers will again share their practice in this area. This should be reported to each Governing Body and may be a separate document or included as part of the School Development Plan.

In setting their Equalities Objectives schools should have due regard of;

1. The general duties of Equalities Act
2. The specific context of the school. They should focus on the key issues of equalities that impact assessments and contextual knowledge point to be a priority. These may change over time. Schools should try and avoid having objectives led by individual cases or individual media stories (whilst having regard for emerging evidential research on challenges and approaches)

The Trust reserves the right to insist on addressing particular issues either at individual schools or schools as a whole, if there is direct evidence of a wider challenge of;

1. The Trust being at risk of not meeting the Equalities Act 2010 provisions.
2. Schools not dealing with issues in a timely and effective manner

As part of this the Trust will continue to consider regular Equality Impacts Report to the main Board which will cover equalities issues including employment, student achievement, exclusions and should lead to action on key issues highlighted.

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

### **EPA linked policies not specifically mentioned above**

**Accessibility related policies including disability and SEND**

**HR Policies particularly Maternity/Paternity/Allegations/Disciplinary/Dignity at Work**

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