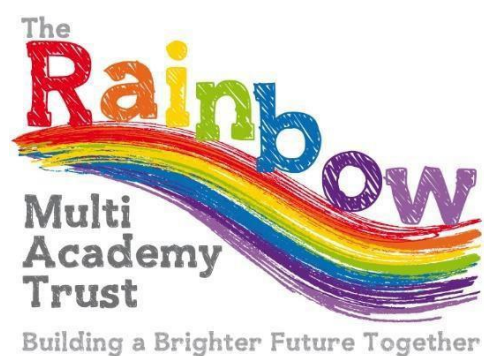




Equality Information and Objectives Policy

Approved by:	People Committee	Date:
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Aims

This policy sets out the Trust's approach to equality, how it meets its duties under the Equality Act 2010, and the equality objectives it has adopted.

Our Trust aims to meet its obligations under the public sector equality duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic.
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our Trust aims to promote respect for difference and diversity in accordance with our values;

Ambitious- always have high expectations and aspirations for everyone; learning from the best and having an optimistic outlook.

Empowering- believing and investing in our people; developing talent and potential; celebrating diversity and individuality; working collaboratively and celebrating achievement.

Ethical- doing what is right and challenging what is wrong; showing kindness and compassion; promoting wellbeing and sustainability.

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the PSED and protects people from discrimination.
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the PSED and to publish equality objectives.

This document is also informed by Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

Roles and responsibilities

The Board of Directors

The Board of Directors will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents/guardians.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Executive Leadership Team, Senior Leadership Teams and Headteachers.
- Receive assurance, at appropriate intervals, that the Trust is meeting its obligations under the Equality Act 2010 and the Public Sector Equality Duty.

Headteachers

The Headteacher will, for their school:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils.
- Monitor success in achieving the objectives and report back to governors.
- Have due regard, when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics.

All staff across the Trust

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

Eliminating discrimination

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every 2 years. This is via our online learning platform.

Training will, where appropriate, be role-specific. This may include training for leaders and managers

on decision-making under the PSED, recruitment and selection, reasonable adjustments, inclusion, and preventing discrimination, harassment and victimisation.

The Trust will take reasonable steps, including making reasonable adjustments where required, to avoid substantial disadvantage to disabled pupils, staff and others in accordance with the Equality Act 2010

Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the Trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities

Publishing information about pupils

In fulfilling this aspect of the duty, each Trust school will:

- Collect attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups
- Collect further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

Relevant information about each school will be published on their individual websites.

Publishing information about staff

In addition to the information about pupils, the Trust will consider how its activities as an employer affect staff with protected characteristics. The Trust will publish workforce equality information where required by law and may publish additional workforce information where this is proportionate, useful and supports transparency and continuous improvement.

Where the Trust has 150 or more employees, this may include information relating to employees who share protected characteristics, such as workforce profile, recruitment, retention, training, promotion, flexible working, grievances and disciplinary issues, so far as this is proportionate and appropriate.

Where the Trust meets the statutory threshold for gender pay gap reporting, it will publish this information annually in accordance with the applicable statutory requirements.

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

Fostering good relations

The Trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, philosophy and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas.
- Making pupils aware of the Trust's behaviour expectations and the importance of respectful conduct.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute.
- Working with our local community, – including inviting leaders of local faith groups to speak at assemblies and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Equality considerations in decision-making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made. **Equality implications will be considered before and at the time that policies are developed, decisions are taken and changes are implemented and will be kept under review on an ongoing basis.**

This includes, where relevant, strategic decisions, policy reviews, staffing restructures, curriculum or behaviour changes, accessibility issues, school trips and activities, and changes to provision, practice or process which may affect pupils, staff, parents/carers or other stakeholders with protected characteristics.

In all of our schools, we will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Is accessible to pupils with disabilities
- Has equivalent facilities for all pupils irrespective of their gender
- Cuts across any religious holidays

The Trust may use an Equality Impact Assessment or another proportionate written record, where appropriate, to evidence that equality implications have been considered. This will be approached in a proportionate and practical way and should support decision-making rather than become a purely administrative exercise.

Equality objectives

The Trust will publish equality information at least annually and will publish and review one or more equality objectives at least every 4 years, in accordance with specific duties.

Objective 1: Trust objective- *Improve equality of opportunity in career progression across the Trust*

Why we have chosen this objective:

To ensure that all staff, regardless of protected characteristics, have equitable access to career development and progression opportunities, and to identify and address any disparities within the Trust workforce.

To achieve this objective, we plan to:

- Analyse internal promotion, acting-up and leadership appointment data annually
- Review access to CPD, leadership development and progression opportunities
- Ensure recruitment and promotion processes are fair, transparent and consistently applied

Progress we are making towards this objective:

- Baseline workforce and progression data is being reviewed to identify any trends or disparities
- Recruitment and promotion processes are being reviewed to ensure consistency and fairness

Objective 2: Trust objective- *Promote an inclusive working environment where all staff feel respected, supported and able to contribute.*

Why we have chosen this objective:

To ensure that the Trust fosters an inclusive culture in which all staff are treated fairly, feel valued, and are confident that concerns relating to equality, diversity and inclusion will be taken seriously.

To achieve this objective, we plan to:

- Monitor staff feedback (e.g. surveys, exit interviews, grievance trends) to identify any equality-related concerns
- Strengthen awareness of expected standards of behaviour, including dignity at work and anti-bullying expectations

- Ensure appropriate training and guidance is provided to staff and leaders on equality, diversity and inclusion
- Promote clear reporting routes and a supportive culture where concerns can be raised

Progress we are making towards this objective:

- Staff feedback mechanisms are in place and are being reviewed to capture equality-related themes
- Policies relating to behaviour, dignity at work and equality are reviewed regularly
- Training is in place to raise awareness of equality and inclusion expectations

Objective 3: School specific objective-

To follow. Please see each school website for their Equal Opportunities policy and objective 3.

Why we have chosen this objective:

To achieve this objective, we plan to:

Progress we are making towards this objective:

Monitoring arrangements

The Board of Directors have delegated the updating of the equality information we publish, such as the gender pay gap analysis, at least **annually**, to the Executive and Senior Leadership Teams.

Progress against equality objectives will be monitored through the Trust's leadership and governance arrangements and reviewed at least every 4 years, or sooner if required by changes in law, guidance or local need.

Equality information and objectives will be published in an accessible format on the Trust and/or individual school websites, as appropriate.

Links with other policies

This document links to the following policies:

- Equality and Diversity- Employee policy
- Accessibility plan
- Safer Recruitment
- SEND

- SEN Information Report
- Behaviour & Relationships
- Safeguarding
- Complaints