



Equality information and objectives policy

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1. Aims

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, such as respect, excellence and friendship.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty 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 Public Sector Equality Duty and to publish equality objectives

This document is also based on the [Department for Education \(DfE\) advice for schools on the Equality Act](#), 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](#).

This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The board of trustees

The board of trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the trust, including to local ambassadors, staff, pupils and parents/carers
- 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 headteacher / head of school

3.2 The Local Advisory Committee will, for their schools:

- Meet with any designated member of staff for equality every year and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full board of trustees regarding any issues

3.3 The headteacher/head of school

The headteacher/head of school will, for their school:

- Promote knowledge and understanding of the equality objectives among 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

3.4 All staff across the trust

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

4. 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.

Trustees, local ambassadors and all staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September

5. 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 that are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the specific needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

5.1 Publishing information about pupils

In fulfilling this aspect of the duty the trust will, for every school:

- Analyse school level data to determine strengths and areas for improvement, implement actions in response and publish this information for specific groups
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our pupils

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

5.2 Publishing information about staff

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will publish information to show:

- The make-up of our workforce, with breakdowns of staff at different grades, levels and rates of pay (including any patterns of occupational segregation and part-time work)
- Gender pay-gap reporting and other pay equality issues (this is a statutory requirement for trusts with 250 or more employees)
- The profile of staff at different stages of employment including recruitment, training, promotion and leavers
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- Grievances and disciplinary issues and complaints of discrimination and other prohibited conduct
- Policies and programmes in place to address equality concerns from staff
- Information from staff surveys and/or trade unions
- Records weighing the equality outcomes of important decisions including evidence used to make decisions

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.

6. Fostering good relations

In line with the values of the trust of Respect Excellence and Friendship 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. This will include, but not be limited to, considering a range of religions and cultures through different aspects of the curriculum. This includes teaching in citizenship and personal, social, health and economic (PSHE) education, but also through other areas of the curriculum. For example, as part of teaching and learning in of reading, pupils will be introduced to literature from a range of cultures
- Ensuring pupils are aware of our behaviour and anti-bullying policies
- Adapting the curriculum in response to current issues, providing enrichment activities and inviting guest speakers into school as appropriate
- ensuring schools participate in and work with their local community, e.g. linking with leaders of local faith groups, organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within each school. For example, school councils being representative of the school community All pupils are encouraged to participate in enrichment activities to broaden their experiences and worlds
- By working closely with parents/carers
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach

7. Equality considerations in decision-making

The trust ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

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:

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

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

8. Equality objectives

As a trust, we are required to publish equality information every year:

- We must report gender pay gap information by 30 March each year
- We must report on at least 1 equality objective once every 4 years – we've chosen May to be our deadline for this

A full outline of our objectives is attached to this policy. Our objectives are in summary:

Objective 1 Embed a Robust Reasonable Adjustments Framework Across the Trust

Why we have chosen this objective: This objective addresses the protected characteristic of disability and our duty to:

- Eliminate discrimination by ensuring consistent, fair processes for all staff with disabilities
 - Advance equality of opportunity by removing barriers that prevent staff with disabilities from performing their roles effectively
 - Foster good relations by building trust through transparent, respectful handling of sensitive information
- Equality Objectives

To achieve this objective, we plan to: implement a comprehensive, trust-wide system for identifying, agreeing, documenting and reviewing reasonable adjustments for staff and pupils with disabilities

Progress we are making towards this objective: We have set a timetable and criteria for success.

Objective 2 Create a Culture of Dignity, Respect and Psychological Safety for Staff with Disabilities

Why we have chosen this objective: This objective addresses the protected characteristic of disability and our duty to:

- Eliminate discrimination and harassment by establishing zero-tolerance for insensitive comments and creating clear behavioural expectations
 - Advance equality of opportunity by ensuring staff with disabilities feel psychologically safe to disclose needs and request support
 - Foster good relations by building empathy, understanding and respectful communication across all staff
- Equality Objective

To achieve this objective, we plan to: transform the trust's workplace culture to ensure all staff, particularly those with disabilities or health conditions, feel valued, respected and psychologically safe

Progress we are making towards this objective:

- February 2026: Begin policy review, with revised policies circulated to staff once approved
- 1 March 2026: Implement one-front-door HR contacting for sensitive cases
- 25 March 2026: Design and approve new mandatory training policy

9. Monitoring arrangements

The Central team will update the equality information we publish, described in sections 4 to 7 above, at least every year.

This document will be reviewed by the Central team annually to ensure compliance with the PSED.

This document will be approved by the board of trustees

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment policy
- SEN information report
- SEND policy