

EQUALITY and EQUITY POLICY

(Public sector equality duty)

Policy author	W Hemmingsley, CEO
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Review frequency	Equality Policy & objectives - 3 Years Equality Information - annually
Next review date	December 2028
<i>Annual Equality Review</i>	<i>03/12/2025</i>
<i>Approved by</i>	<i>Board of Trustees 03/12/2025</i>
<i>Next review date</i>	<i>December 2026</i>

1. Our Core Purpose

Our core purpose is to secure equity.

We are committed to ensuring equality of opportunity for all pupils, staff, parents, carers and visitors, irrespective of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- race
- religion or belief
- sex
- sexual orientation
- socio-economic background

We aim to create a culture of inclusion and diversity in which everyone feels respected, valued and able to participate fully in school life.

This policy supports pupils' Personal Development and SMSC by fostering:

- respect for others
- appreciation of cultural diversity
- tolerance and harmony
- understanding of fundamental British values

2. Commitment to Equality and the Law

We welcome our duties under:

- Equality Act 2010
- Education and Inspections Act 2006
- UNCRC, UNCRPD, Human Rights Act 1998

We affirm that all members of our community are of equal worth.

3. Definitions

Disability: A physical or mental impairment with substantial and long-term adverse effects. Reasonable adjustments will be made to ensure inclusion.

Forms of Discrimination:

- Direct discrimination
- Indirect discrimination
- Victimisation
- Harassment

4. Aims of This Policy

We aim to:

- a) Secure equity so all pupils can achieve, thrive and belong.
- b) Ensure dignity and respect across the school community.
- c) Prepare pupils for life in a diverse society.
- d) Clarify protections under the Equality Act.
- e) Publish equality information and objectives in line with PSED requirements.

5. Responsibilities

All staff must:

- challenge discriminatory incidents
- model inclusive behaviour
- escalate incidents as required

Incidents must be recorded through SIMS or MyConcern.

A discriminatory incident may include harassment, verbal abuse, derogatory language, exclusion, inappropriate digital communication or physical intimidation.

6. Our Approach

General:

- comply with legislation
- promote equality commitments
- support staff and volunteers
- monitor achievement and outcomes

Curriculum:

- provide a universal offer that secures equity for all pupils
- embed inclusion by design in curriculum planning
- avoid bias and stereotyping

Environment:

- ensure accessibility
- maintain and review the Accessibility Plan

Extra-Curricular Activities:

- ensure equitable access to enrichment

Employment:

- fair, inclusive recruitment practices
- induction aligned with equality commitments

7. Publishing Requirements

We will:

- publish equality information and objectives
- promote them through communication channels
- supply hard copies on request

8. Equality Objectives (2025–2028)

Objective 1: Secure Equity so All Pupils Achieve, Thrive and Belong

We will secure equity by ensuring that every pupil—regardless of disadvantage, prior attainment or protected characteristic—has full access to our universal offer and the high-quality teaching and relationships needed to succeed.

Objective 2: Embed Inclusion by Design in Our Universal Offer

We will ensure that inclusion by design is embedded across all schools so that learning is accessible, ambitious and designed for all pupils.

Objective 3: Build an Equitable, Inclusive Trust Culture

We will foster a culture in which pupils, staff and families feel valued, included and able to participate fully, with staff supported to deliver our universal offer confidently.

9. How We Will Achieve Our Objectives

Objective 1:

- ensure high-quality inclusive teaching
- remove barriers to learning early
- track progress, attendance and belonging
- strengthen meaningful pupil voice

Objective 2:

- embed inclusion by design
- ensure consistent use of universal offer practices
- strengthen reading, vocabulary and language development
- embed the graduated approach in everyday teaching

Objective 3:

- provide high-quality professional development
- ensure equitable access to enrichment and leadership
- promote workforce diversity and equitable recruitment
- strengthen collaboration with families and external agencies

10. Progress (Annual Updates)

Objective 1:

- Improved progress and outcomes for disadvantaged pupils
- Increased belonging and participation
- Narrowed gaps in progress, attendance and engagement

Objective 2:

- Inclusion by design evident in in quality assurance
- Universal offer practices consistently implemented
- Improved access to curriculum for disadvantaged pupils

Objective 3:

- Increased staff capability in inclusive practice
- Equitable representation in enrichment and leadership
- Strengthened culture of belonging across the Trust