

EQUALITY POLICY

Statement of intent

The Learning Trust recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.

This policy will outline a range of actions to eliminate discrimination and victimisation within the Trust community and workforce.

• Principles and Aims

We see all students and potential students and their parents and carers as of equal value.

We see all staff and potential staff as of equal value.

The Learning Trust is opposed to all forms of discrimination and recognises that children and young people who experience any form of discrimination may fare less well in the education system.

The Learning Trust will ensure that all staff comply with the appropriate equality legislation and regulations.

The Learning Trust's Admissions Policy will not discriminate in any way.

The Trust will endeavour to:

- Ensure staff are aware of their responsibilities, are given necessary training and support, and report progress to the Trustee Board.
- Ensure that the recording and reporting of equality and diversity is sufficiently scrutinised.
- Foster positive attitudes and relationships, and a shared sense of cohesion and belonging, and ensure this is promoted in our policies, procedures and activities.
- Observe good equalities practice in staff recruitment, retention and development, and ensure that all policies and procedures benefit all employees and potential employees regardless of their race, gender, disability,

religion/belief, sexual orientation or age, and with full respect for legal rights relating to pregnancy, maternity, paternity and adoption.

- Ensure that policies, procedures and activities benefit society as a whole, both locally and nationally, by fostering greater social cohesion and greater participation in the public life of everyone, regardless of their race, gender, social and economic background, disability, religion/belief, sexual orientation or age.
- Ensure staff promote an inclusive and collaborative ethos in the Trust, challenging inappropriate language and behaviour, responding appropriately to incidents of discrimination and harassment, showing appropriate support for students with additional needs and maintaining a good level of awareness of issues surrounding equalities.

• **Objectives**

Whilst continuously aiming to improve the implementation of equality related policies and procedures, The Learning Trust has established the requirement for all schools to create, set and monitor equality objectives within the strategic school development plans that foster greater equality amongst its students and staff, including, but not limited to:

- Monitoring, assessing and tracking all students, identifying underachievement and implementing appropriate strategies.
- Implementing effective strategies to support students in all vulnerable or other defined groups.
- Improving the quality of support for students in all vulnerable or other defined groups.
- Ensuring all students are able to access a full range of extra-curricular activities.
- Continually reviewing the Trust's Behaviour policy to ensure it creates the correct environment to best protect and support students in all vulnerable groups in the Trust so that all pupils respect one another, feel safe, valued and are aware that any behaviour away from the expected is challenged.
- Promoting equality amongst all of its staff.

Individual schools within the Trust will set and measure other specific objectives and targets as appropriate within the SSDPs.

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NB: In all TLT policies, the use of the word 'Trustees' may also be read to mean 'Local Governors' and 'Headteacher' may also mean 'CEO' or "Principal" and vice versa

Equality Procedures

- **Roles and Responsibilities**

The Trustee Board with the assistance of the CEO will:

- Ensure that The Learning Trust complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- Ensure that the Trust's policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- Ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- Ensure the Trust takes reasonable steps to prevent any form of harassment in the workplace.
- Ensure that the Admissions Policy does not discriminate in any way.
- Ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Trustee Board.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The Headteacher will:

- Implement the policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their HR induction and continuous professional development.
- Actively challenge and take appropriate action in any case of discriminatory practice.
- Address any reported incidents of harassment or bullying in line with DfE guidance.

Employees will:

- Be mindful of any incidence of harassment or bullying in the Trust.
- Address any minor issues of harassment or bullying in the Trust.
- Report any major breaches of the policy to the Headteacher.

- Identify and challenge bias and stereotyping within the curriculum and the Trust's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor students' progress and academic needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.

Students will:

- Not discriminate or harass any other student, staff member, visitor or volunteer.
- Actively encourage equality and diversity in the Trust by contributing their cultural experiences and values.
- Report any incidences of bullying or harassment, whether to themselves or to others, to the Safeguarding Officer or to another member of the Trust staff.
- Abide by all the Trust's equality and diversity policies, procedures and codes.

- **Gender reassignment**

The Equality Act 2010 ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics mentioned previously, including gender reassignment.

A person has the protected characteristic of gender reassignment if that person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

All members of staff and students have a right to privacy, which includes the right to keep one's transgender status confidential. Trust staff should not disclose information that may reveal a child or other staff member's transgender status.

The school will make available a staff member in whom any transgender child can confide and who can deal with any issues that may arise, for instance bullying or harassment.

A glossary of terminology related to the transgender field can be found on the [Gender Identity Research and Education Society Website](#).

- **Uniform/dress policy**

The Equality Act 2010 does not deal specifically with Trust uniform or other aspects of appearance, such as hair colour and style, and the wearing of jewellery and make-up, but the general requirement not to discriminate in the treatment of students applies here in relation to other aspects of the Trust policy.

The Learning Trust will ensure that blanket uniform policies do not discriminate because of race, gender, disability, religion/belief or sexual orientation.

The Trust will be sensitive to the needs of different cultures, races and religions and act reasonably in accommodating these needs, without compromising important Trust policies, such as Trust safety or discipline.

- **Curriculum**

All students will be entitled to access to a curriculum and to teaching and learning opportunities which meet their needs, including extra support where this has been identified as a statutory need. When planning the curriculum, the Trust will take every opportunity to promote and advance equality.

The Trust will develop an appropriate Reception -18 curriculum for all students in all vulnerable groups.

- **Promoting equality**

In order to meet our objectives, the Trust has identified the following priorities:

The Trust will provide auxiliary aids that are directly related to disabled students' educational needs as a reasonable adjustment so they can integrate wholly in all parts of Trust life.

Staff will ensure that all students are able to take part in extra-curricular activities and residential visits, and the Trust will monitor uptake of these visits to ensure no one is disadvantaged on the grounds of a protected characteristic.

The Trust will ensure that all forms of discrimination -motivated bullying is taken seriously and dealt with equally and firmly.

There will be differential schemes of work designed to meet the abilities and learning styles of all students.

There will be a clearly defined behaviour policy, which will be consistently enforced.

The Trust will take appropriate steps to meet students' needs by using a variety of approaches and planning reasonable adjustments for disabled students, enabling our students to take as full a part as possible in the activities of the Trust.

The Trust will improve the delivery of written information to disabled children and young people.

The Trust will seek the views of advisory staff, outside agencies and local Trusts.

Bullying and discrimination will be carefully monitored and dealt with accordingly. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

- **Addressing discrimination**

The Learning Trust is opposed to all forms of discrimination and it is recognised that students and staff who experience any form of discrimination may fair less well in the education system.

The school will ensure that students and staff are aware of the impact of discrimination with the aim of preventing any incidents from occurring.

If incidents still occur, the school will address them via The Complaints policy and report them to the LGB/Trustee Board.

- **Appeal process**

Staff members retain the right to appeal against a decision on the acceptability of their appearance using The Learning Trust's grievance procedure.

- **Monitoring and review**

The Learning Trust will review the policy and these procedures annually via the Headteacher and the People Panel, to ensure that all procedures are up-to-date.

The policy will be monitored and evaluated by the Headteacher, Local Governing Board (LGB) and the Trust's People Panel in the following ways:

- Individual attainment data
- Equal opportunities recruitment data
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to these procedures will be communicated to all members of staff.