



Equality Policy

Status: Policy

Applies to: All schools within Attenborough Learning Trust

Approved by: Trust Board

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Policy owner: Head of Governance

Version: 1.0

Equality Policy

1. Purpose

The Trust is committed to providing an inclusive environment in which all pupils, staff, parents, carers, governors, trustees, visitors and members of the wider community are treated with dignity, fairness and respect.

We aim to ensure that everyone within our Trust community is able to achieve their full potential free from discrimination, harassment or victimisation.

This policy sets out how the Trust complies with its duties under the Equality Act 2010 and how we promote equality, diversity and inclusion across all areas of Trust and school life.

This policy supersedes any previous:

- Single Equality Policies;
- Disability Equality Schemes;
- Race Equality Policies; and
- Gender Equality Policies.

2. Legal Framework

This policy is based on the following legislation and guidance:

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Public Sector Equality Duty (PSED)
- Human Rights Act 1998
- SEND Code of Practice 2015
- Education and Inspections Act 2006
- DfE Equality Act 2010 Advice for Schools

The Trust recognises its responsibilities under the Equality Act 2010 in relation to pupils, staff, parents, carers, applicants, volunteers, contractors and visitors.

3. Public Sector Equality Duty

In carrying out its functions, the Trust and its schools will have due regard to the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
2. Advance equality of opportunity between people who share a protected characteristic and those who do not share it;
3. Foster good relations between people who share a protected characteristic and those who do not share it.

The Trust will actively consider these duties when developing policies, making decisions and reviewing practice.

4. Protected Characteristics

The protected characteristics under the Equality Act 2010 are:

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

The Trust recognises that discrimination may occur directly or indirectly and may include discrimination by association, perception, harassment or victimisation.

5. Equality Principles

The Trust is committed to:

- promoting equality of opportunity for all;
- recognising and respecting diversity;
- fostering positive attitudes and relationships;
- promoting dignity, courtesy and respect;
- creating an inclusive culture;
- challenging prejudice, discrimination and discriminatory language;
- ensuring fair access to opportunities and services;
- supporting participation in all aspects of school and Trust life;
- making reasonable adjustments where required;
- promoting a culture of high expectations for all pupils.

We recognise that treating people equally does not always involve treating everyone the same. Appropriate and proportionate adjustments may be necessary to ensure fairness and inclusion.

6. Roles and Responsibilities

6.1 Trustees

The Trust Board is responsible for:

- ensuring compliance with equality legislation;
- monitoring the implementation of this policy;
- approving and reviewing equality objectives;
- ensuring appropriate resources are available to meet statutory duties.

6.2 Local Governing Bodies

Local Governing Bodies will:

- support schools in implementing this policy;
- monitor equality-related information and incidents;
- ensure local accountability.

6.3 Chief Executive Officer and Headteachers

The CEO and Headteachers are responsible for:

- promoting an inclusive culture;
- implementing this policy consistently;
- ensuring staff understand their responsibilities;
- ensuring equality considerations inform decision-making;
- monitoring prejudice-related incidents;
- ensuring appropriate training is provided.

6.4 Staff

All staff are expected to:

- uphold the principles of this policy;
- treat others with dignity and respect;
- challenge discriminatory behaviour and language;
- promote inclusive practice;
- report prejudice-related incidents appropriately.

6.5 Pupils

Pupils are expected to:

- treat others respectfully;
- contribute to an inclusive environment;
- report discriminatory behaviour or bullying.

7. Inclusive Curriculum and School Environment

The Trust is committed to providing an inclusive curriculum and environment which:

- promotes equality, diversity and inclusion;
- reflects and values diversity within modern society;
- encourages respect and positive relationships;
- supports pupils to understand protected characteristics in an age-appropriate manner;
- promotes tolerance and mutual respect;
- challenges stereotypes, prejudice and discrimination.

The Trust will ensure that teaching materials, resources and the wider curriculum are appropriate, inclusive and accessible wherever reasonably possible.

8. Admissions, Provision and Employment

The Trust will not unlawfully discriminate against any individual in relation to:

- admissions;
- exclusions;
- access to education, benefits, facilities or services;
- recruitment and employment;
- training and promotion opportunities;
- terms and conditions of employment;
- disciplinary processes;
- complaints or grievances.

The Trust follows fair and transparent recruitment procedures and seeks to ensure equality of opportunity for all employees and applicants.

9. Disability Equality and Accessibility

The Trust recognises its duty to make reasonable adjustments for disabled pupils, staff and visitors.

The Trust will:

- identify and remove barriers where possible;
- provide appropriate support and adjustments;
- work collaboratively with families and external agencies;
- ensure disabled pupils can participate fully in school life wherever reasonably possible;
- provide auxiliary aids and services where appropriate.

Each school maintains an Accessibility Plan in accordance with the Equality Act 2010.

Accessibility Plans address:

- access to the curriculum;
- improvements to the physical environment;
- access to written information.

The Trust also recognises its duties under the SEND Code of Practice.

10. Preventing Discrimination, Harassment and Prejudice

The Trust does not tolerate discrimination, harassment, victimisation, bullying or prejudicial behaviour.

All prejudice-related incidents will be:

- taken seriously;
- recorded appropriately;
- investigated promptly;
- addressed in line with Trust procedures.

Relevant incidents may relate to:

- disability;
- race;
- religion or belief;
- sex;
- sexual orientation;
- gender reassignment;
- other protected characteristics.

The Trust will work proactively to prevent discriminatory behaviour through education, pastoral support, staff training and positive role modelling.

11. Equality Information and Objectives

The Trust will publish equality information and equality objectives in accordance with the Equality Act 2010 (Specific Duties) Regulations 2011.

Equality objectives will:

- be reviewed at least every four years;
- be monitored regularly by Trustees and school leaders;
- reflect identified priorities and areas for improvement.

The Trust will monitor relevant equality information to assess the impact of its policies and practices, identify potential barriers to participation and achievement, and inform equality objectives and improvement planning.

Then:

This information may include:

- pupil attainment and progress;
- attendance;
- suspensions and exclusions;
- participation in school activities;
- prejudice-related incidents and bullying;
- complaints relating to equality matters;
- workforce recruitment, retention and development information.

12. Monitoring and Review

The Trust will monitor the impact of this policy through analysis of relevant information and data.

This may include:

- attainment and progress data;
- attendance data;

- exclusion data;
- safeguarding information;
- complaints;
- bullying and prejudice-related incidents;
- workforce monitoring.

This policy will be reviewed every two years, or earlier where changes in legislation or guidance require this.

13. Complaints

Complaints relating to equality, discrimination or harassment will be addressed through the appropriate Trust procedures, including:

- Complaints Procedure;
- Grievance Procedure;
- Staff Conduct Procedures;
- Behaviour and Anti-Bullying Policies;
- Safeguarding and Child Protection procedures.

14. Publication

This policy, together with equality information and objectives, will be published on the Trust and school websites.

Accessibility Plans are published separately by individual schools.