



## Equality & Diversity Policy

<b>Policy area:</b>	All
<b>Approved by:</b>	Board of Trustees
<b>Approval date:</b>	22.04.25
<b>Implementation date:</b>	Immediate
<b>Version:</b>	V1
<b>Review cycle:</b>	Every 3 years
<b>Date of next review:</b>	Spring 2027
<b>Publication:</b>	Public

**VERSION CONTROL**

Version	Date	Author/Reviewer	Substantive changes since the previous version
DRAFT V0.2	March 2025	DD/MT/GB	Updated policy for ONE Academy Trust. Circulated to headteachers for feedback (Bulletin 5). Submitted to TB for feedback and approval.
v1	June 2025	DD/MT/GB	Approved out-of-committee. Reference to Equality Impact Assessments added at para. 5.3

## Contents

---

1. Aims
2. Scope
3. Legislation and Guidance
4. Roles & Responsibilities
5. Eliminating Discrimination
6. Advancing Equality of Opportunity
7. Fostering Good Relations
8. Equality Considerations in Decision Making
9. Equalities Objectives and Action Plan
10. Links with other Policies
11. Application of the Principles within this Policy Statement
12. Publication
13. Consultation
14. Monitoring and Review Arrangements
15. Raising Concerns

## Associated Documents

---

ONE Academy Trust Equality Objectives and Equality Duty Report (published on the ONE Academy Trust website)

Each school's Equality Objectives and Equality Duty Report (published on the school's website)

## 1. Aims

---

- 1.1 ONE Academy Trust seeks to be an equal opportunities education provider and employer and is opposed to all forms of unlawful and unfair discrimination. It is committed to being an organisation that values, recognises and responds to the diverse needs of our school community including our pupils, staff, volunteers, parents and carers, governors, trustees, visitors and neighbours. We aim to contribute to community cohesion through the positive influence and impact we can have in our local area.
- 1.2 ONE Academy Trust is committed to being an organisation that recognises and celebrates difference within a culture of respect and co-operation. By promoting a culture of equality and inclusion in our schools, we are creating a positive environment and a shared sense of belonging for all who work, learn and use the services of the schools in our trust. We recognise that equality will only be achieved by the whole school community working together across the trust.
- 1.3 We recognise our responsibilities under the Public Sector Equality Duty (PSED) as set out in Section 149 of [The Equality Act 2010](#). We aim to meet our obligations under the public sector equality duty 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 relevant protected characteristic and people who do not share it
  - Foster good relations across all characteristics – between people who share a relevant protected characteristic and people who do not share it.
- 1.4 The Equality Act 2010 provides that a person shall not be discriminated against (i.e. treated less favourably), on the grounds of nine protected characteristics. The protected characteristics are:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex, and sexual orientation.

## 2. Scope

---

- 2.1 This policy sets out our commitment to equality and diversity and how we intend to promote our aims and improve our provision. Equality and diversity principles and good practice are integral to all aspects of our activities and responsibilities.

- 2.2 This policy applies to everyone to whom ONE Academy Trust provides a service (e.g. our pupils, parents/carers), everyone who works or volunteers for the trust, everyone who applies to work for the trust, and everyone who provides services to it.
- 2.3 This policy should be read in conjunction with:
- The Equality & Diversity Policy and Objectives for each of our schools. These are published on each school's website. The objectives are refreshed every 4 years and updated annually. They identify school objectives, progress and achievements, and relevant protected characteristics
  - The Equality Duty Information Report for each school which each school publishes annually and reports on how the school is complying with the three aims of the public sector equality duty.

### 3. Legislation and Guidance

---

- 3.1 This policy contributes to meeting 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 requires schools to:
    - Publish information at least annually to demonstrate how they are complying with the three aims of the public sector equality duty
    - Publish equality objectives at least once every four years
    - Publish information about the diversity of the school population, relating to persons who share a relevant protected characteristic. This includes:
      - Pupils (see Appendix 1)
      - Employees (if the school employs 150 staff or more<sup>1</sup>).
- 3.2 This policy is based on the Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).
- 3.3 This policy complies with the ONE Academy Trust funding agreement and articles of association.

### 4. Roles and Responsibilities

---

- 4.1 The ONE Academy Trust Board of Trustees approves the Equality and Diversity policy for the trust and oversees compliance with the public sector equality duty trust-wide.
- 4.2 Responsibility for ensuring compliance in each school is delegated to the local governing body (LGB) in each school, where an LGB is established. For schools which do not have a local governing body, the Trust Board will ensure compliance.

---

<sup>1</sup> Listed bodies with fewer than 150 employees are not required to publish information relating to their employees (but they can choose to do so if they wish). They will still need to ensure, however, that they collect and use enough workforce information to effectively meet the general equality duty.

4.3 Where in place, the **local governing body** in each school will:

- ensure that the equality information as set out in this statement is published and communicated throughout the school, including to staff, pupils and parents
- ensure that specific and measurable objectives are set for the school, published on the school website and reviewed and updated at least once every four years.
- ensure that progress against objectives is published at least annually
- delegate responsibility for monitoring the policy on a daily basis to the headteacher
- nominate a link governor for equality and diversity

4.4 The **CEO** will:

- give a consistent and high-profile lead on promoting equality and diversity across the organisation to eliminate discrimination
- ensure policies and procedures are in place to comply with equalities legislation
- ensure appropriate training is undertaken by all staff across the organisation
- promote knowledge and understanding of the equality and diversity policy amongst staff and pupils
- ensure that the trust's executive team and all leadership roles across the organisation place a high value on equality and diversity in all their activities e.g. equality and diversity is a standing item on Partnership Days as part of the Service Level Agreement with schools
- monitor success and challenges in achieving the policy and report back to the Trust Board
- ensure the correct procedures are followed and appropriate action is taken in cases of unfair discrimination, harassment, bullying or victimisation
- ensure the organisation proactively identifies and addresses issues of discrimination in the workplace and applies lessons learned as part of continuous improvement

4.5 The **headteacher** will:

- give a consistent and high-profile lead on equality and diversity
- promote knowledge and understanding of the equality and diversity policy amongst staff and pupils
- ensure that all staff know their responsibilities and receive the support and training necessary to carry them out
- monitor success in achieving the policy and report back to governors (where a governor is in place)
- follow the relevant procedures and take action in cases of unfair discrimination, harassment, bullying or victimisation
- ensure policies and procedures are in place to comply with equalities legislation

- 4.6 Where the role is not held by the headteacher, the **designated member of staff** for equality and diversity will:
- support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
  - meet with the equality and diversity link governor (where appointed) to raise and discuss any issues
  - support the headteacher in identifying any staff training needs, and deliver training as necessary
- 4.7 **All staff** (teaching and non-teaching) are responsible for:
- promoting equality and diversity, and avoiding unfair discrimination
  - actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by pupils, other staff or visitors
  - keeping up-to-date with equality law and participating in equal opportunities and diversity training
- 4.8 **Pupils** are responsible for:
- respecting others in their language and actions
- 4.9 Everyone in our school community including staff, pupils, volunteers and visitors, are expected to abide by this policy and help create an environment where equal rights and respect for diversity are promoted.
- 4.10 We will ensure that this policy and our principles are available and communicated to all staff, volunteers and visitors and ensure they are fully aware of their responsibilities in relation to equality and diversity

## 5. Eliminating Discrimination

---

- 5.1 ONE Academy Trust schools are aware of their obligations under the Equality Act 2010 and comply with non-discrimination provisions.
- 5.2 Where relevant, our policies include a reference to the importance of avoiding discrimination and other prohibited conduct.
- 5.3 At scheduled review or drafting stage, Equality Impact Assessments are conducted on the impact of relevant policies to:
- Assess whether the policy has a differential impact on individuals or groups with protected characteristics.
  - Ensure the policy promotes equality of opportunity and eliminates discrimination.
  - Identify any potential barriers or adverse impacts and propose mitigating actions.
- 5.4 The trust will endeavour through our safer recruitment policy and appropriate training to ensure that it will not consciously or unconsciously discriminate in the selection or recruitment of applicants.
- 5.5 The trust's HR team and the CEO/headteacher ensure that all staff appraisal reviews and staff appointment panels give due regard to this policy so that no one is discriminated against when it comes to employment, promotion or training opportunities.

- 5.6 Staff, governors and trustees are regularly reminded of their responsibilities under the Equality Act, for example during meetings.
- 5.7 New staff receive training on the Equality Act and their responsibilities under the Act as part of their induction, and all staff receive regular refresher training as set out in the staff training plan. Trustees and governors receive training as part of their induction and regular refresher training thereafter.

## **6. Advancing Equality of Opportunity**

---

- 6.1 In accordance with the DfE guidance on the Equality Act, ONE Academy Trust and its schools aim to advance equality of opportunity by:
- Removing or minimising disadvantages suffered by people, which are connected to a particular characteristic they have (e.g. pupils or staff, parents, carers, visitors, etc. with disabilities)
  - Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
  - 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 clubs)
- 6.2 We aim for our workforce, including volunteers, to reflect the diverse society whom we serve and provide a working environment free from any form of discrimination, harassment, intimidation, bullying or victimisation.
- 6.3 We recognise that the provision of equality of opportunity in all our activities will benefit the trust. Our policy will help all staff to develop to their full potential and the talents and resources of staff will be utilised fully to maximise the effectiveness of the work of the trust.

## **7. Fostering Good Relations**

---

- 7.1 ONE Academy Trust and its schools aim to foster good relations between those who share a protected characteristic and those who do not share it by:
- Actively promoting equality and diversity through the curriculum and by creating an environment that champions respect for all.
  - Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social and health education (PSHE) and activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils are introduced to literature from a range of cultures.
  - Holding assemblies dealing with relevant issues. Pupils are encouraged to take a lead in such assemblies and we also invite external speakers to contribute
  - Proactively engaging with our school's local communities. This includes 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.



- Encouraging and enabling pupils to participate in school activities, such as clubs, events, trips, residential and school councils. Leaders maintain a strategic oversight of pupils' engagement in the wider life of the school and proactively encourage and facilitate engagement (e.g. removing barriers, providing appropriate support and/or the evolution of the school offer)
- Working with parents/carers to promote knowledge and understanding of different cultures
- Encouraging mutual respect through the school's approach to the teaching British Values, the PSHE, RSHE and RE curriculums, the school Behaviour policy, the ONE Academy Trust Equality & Diversity policy, and the school's Equality Objectives.

## **8. Equality Considerations in Decision Making**

---

- 8.1 ONE Academy Trust ensures that regard is given to equality considerations whenever significant decisions are made. We actively consider our equality duties and ask ourselves relevant questions, taking into account 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; and
  - has appropriate facilities for all pupils
  - is accessible for pupils with SEND
- 8.2 This equality impact assessment is undertaken as part of the planning and risk assessment process when planning school trips and activities and is recorded by the member of staff organising the activity. Details of the assessment are stored with the completed risk assessment/s for the activity.
- 8.3 We take seriously the need to consider the equality implications when we develop, adapt and review any policy or procedure and whenever we make significant decisions about the day to day life of the school.

## **9. Equalities Objectives & Action Plan**

---

- 9.1 ONE Academy Trust recognises that the actions resulting from a policy statement such as this are what make a difference. Every 4 years, each school within ONE Academy Trust will draw up a set of Equality Objectives and a supporting action plan to set out the specific actions and projects that shall be undertaken to implement the principles outlined above. The annual Equality Duty Information Report will demonstrate how the school complies with the Equalities Legislation which will include what progress the school has made to date against the identified objectives.

## **10. Links with other Policies**

---

- 10.1 This document links to other ONE Academy Trust policies and documents including:

### **Trust policies**

- ONE Academy Trust Staff Disciplinary Policy

- ONE Academy Trust Grievance Policy
- ONE Academy Trust Bullying & Harassment (including sexual harassment) Policy
- ONE Academy Trust Whistleblowing Policy
- ONE Academy Trust Codes of Conduct
- ONE Academy Trust Safer Recruitment Policy
- ONE Academy Trust Complaints Policy
- ONE Academy Trust Pupil Admissions Policy

### **School policies**

- Equality Duty Information Report
- Equalities Action Plans
- Accessibility Plans
- Risk Assessments
- Equality Impact Assessments
- Special Educational Needs and Disabilities Policy & Information Report
- Behaviour Policy
- Anti-bullying Policy

## **11. Application of the Principles within this Policy:**

---

11.1 The principles outlined in the policy will be applied and reflected in:

- Our policies and practice in relation to staff and all members of our trust-wide community
- Our care, guidance and support to staff, pupils and their families
- The delivery of each individual school's curriculum
- The teaching and learning within our schools
- Our practice in relation to pupil progress, attainment, and achievement
- Our teaching styles and strategies
- Our policies and practice in relation to admissions and attendance
- Our policies and practice in relation to pupil behaviour, discipline, and suspensions
- Our partnership working with parents and carers
- Our contact with the wider school community

## **12. Reporting & Publication**

---

12.1 The ONE Academy Trust Equality and Diversity Policy and the associated trust-wide Equality Duty Information Report (incorporating our Equality Objectives) are made available online on the ONE Academy Trust website (and linked from our school websites).

12.2 Each individual school publishes their Equality Objectives (updated every 4 years) and their Equality Duty Information Report (updated annually) which details how the school complies with the Public Sector Equality Duty including how the school is:

- Eliminating discrimination, harassment and victimization
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Consulting and involving those affected by inequality in the decisions the school takes to promote equality and eliminate discrimination

12.3 The Information Report should also reflect the progress being made against each of the identified equality objectives.

12.4 Paper copies and copies in other formats can be made available upon request.

## **13. Consultation**

---

13.1 The trust-wide Equality and Diversity Policy and associated Equality Objectives are developed based upon internal review and evaluation, formal and informal consultations with staff and Trust Board. Outside agencies and specialists are also consulted where appropriate.

13.2 The Equality and Diversity Policy and associated Equality Objectives in each school, are developed based upon internal review and evaluation and formal and informal consultations with pupils, parents, staff, and the local governors (where established) of each school and to take into account feedback received. Outside agencies and specialists are also consulted where appropriate.

## **14. Monitoring and Review Arrangements**

---

14.1 This Equality and Diversity Policy is approved by the ONE Academy Trust Board of Trustees. This policy will be reviewed by the board of trustees at least every 3 years.

14.2 The Trust Board will define and publish the trust-wide equality objectives every 4 years

14.3 The trust-wide Equality Duty Information Report will be reviewed, updated and published every year.

14.4 The headteacher will define and publish the school's equality objectives every 4 years

14.5 The headteacher will review and update the equality information relevant to each school at least every year and publish on the school's website in the school's Equality Duty Report.

14.6 The annual website compliance will verify that the trust and schools are meeting the legislative requirements.

## **15. Raising concerns**

---

15.1 If you have any concerns relating to equality and diversity issues, please contact the headteacher of the relevant school in the first instance to discuss your concerns. If for any reason you prefer not to raise your concern with the headteacher you may contact an appropriate senior member of staff, or (for staff) the trust's HR manager.

15.2 Our policies on Whistleblowing, Bullying and Harassment and our Grievance procedures all set out reporting mechanisms for staff.

15.3 The ONE Academy Trust Complaints Procedure sets out the formal process for parents/carers and the wider community to raise concerns.