Mid-Trent Multi Academy Trust

Equality Policy

September 2025

St Andrew's CE Primary School	Colwich CE Primary School	St Peter's CE Primary School	Flourish Early Education

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1.1	03.07.2020	Reviewed	J. Alexander	No Changes
2.0	25.04.2022	Re-Written	C. Pilkington	Re-written in line with recommendations within 'Valuing all God's Children'.
2.1	30.04.2024	Reviewed	C. Pilkington	No Changes
3.0	**01.09.2025**	**Reviewed**	**C. Pilkington**	**New Policy – Updated Guidance**

Equality Policy

1. Aims

At Mid-Trent Multi Academy Trust we will ensure that we provide a safe and caring environment, free from discrimination, for everyone in our communities.

Our school 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 school aims to promote respect for difference and diversity in accordance with our school's published vision and values.

2. Legal Framework

As a Trust of Church schools, we welcome our duties under the Equality Act 2010 to protect the rights of individuals and advance equality of opportunity for all within our Trust community.

This policy meets the Trust's 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 Department for Education (DfE) guidance: The Equality Act 2010 and schools, 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

The Trust Board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to 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

The headteacher will:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to the school's Local Academy Committee and the Trust Board.
- Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

All school staff will:

- Have due regard to this policy and work together to achieve the Trust's objectives as outlined in section 8.

4. Eliminating Discrimination

The school 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.

Staff and governors 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 school 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 particular 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 activities).

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- 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 own pupils

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

The school 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 of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we may also invite external speakers to contribute
- Working with our local community. 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. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs.
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

7. Equality considerations in decision-making

The school 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.

The school always considers 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 boys and girls

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 school, we are required to publish equality information every year, including at least 1 equality objective once every 4 years as a minimum.

Trust Equality Objectives for 2025-2029 are:

1. To ensure that all disadvantaged learners (those in receipt of the Pupil Premium Grant, those who are identified as SEND and those who are looked-after or previously-looked after) are supported toachieve levels of attainment similar to those of their non-disadvantaged peers.
2. To build a curriculum offer for all pupils which reflects life within a diverse, modern Britain.
3. To review the make-up of our Trust Board, Local Academy Committees and School Councils to ensure that they are reflective of the diversity within the communities which we serve.

9. Monitoring arrangements

The CEO, on behalf of the Trust Board, will update the equality information we publish, at least every year.

Trust-specific equality objectives will be reviewed by the Mid-Trent MAT Leadership Forum at least every 4 years.

This document will be reviewed by the Mid-Trent MAT Leadership Forum at least annually, to ensure continued compliance with legislation and best practice.

This policy will be approved annually by the Mid-Trent MAT Trust Board.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessments
- SEN information report
- SEND policy
- Anti-Bullying Policy
- Behaviour for Learning Policy