

# Equality Information & Objectives Statement

May 2026



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This statement is published to meet our duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED). It explains how we eliminate discrimination, advance equality of opportunity, and foster good relations across our Trust community, including pupils, staff, families and visitors.

## Opening statement

We welcome our duties under the Equality Act 2010. Across Equinox Learning Trust, we are committed to creating an inclusive environment in which everyone is treated with dignity and respect and can thrive. Our general duties with regard to equality are to:

- ❶ Eliminate discrimination, harassment and victimisation.
- ❷ Advance equality of opportunity between people who share a protected characteristic and those who do not.
- ❸ Foster good relations between people who share a protected characteristic and those who do not.

We will not discriminate against, harass or victimise any member of our Trust community, including staff, pupils, prospective pupils, job applicants, parents/carers, volunteers, visitors or contractors, because of any protected characteristic: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.

## Aims to eradicate discrimination

We believe that greater success and wellbeing can be achieved by recognising and valuing the uniqueness of individuals. We aim to create a prejudice-free environment across our schools and central teams by:

- ❶ Treating all members of our community fairly and with respect.
- ❷ Embedding inclusion and representation within our curriculum and wider Trust life.
- ❸ Challenging bias, stereotyping and derogatory language whenever it occurs.
- ❹ Ensuring equality considerations inform key decisions, including significant initiatives and policy changes.
- ❺ Monitoring behaviour, bullying and prejudice-related incidents, and analysing patterns to inform training and support.

We record and review incidents of discrimination and prejudice-related behaviour and use this information to identify where additional training, curriculum development, targeted pupil support, or staff support is needed.

## Dealing with prejudice and celebrating diversity

We do not tolerate prejudice-related incidents. All incidents are taken seriously, responded to promptly, and recorded in line with our behaviour and safeguarding processes. Where appropriate, we involve parents/carers and external agencies. We also take restorative and educational approaches to help pupils learn from incidents and improve behaviour.

We celebrate diversity throughout the year by:

- ❶ Recognising and marking key equality and diversity awareness days and events.
- ❷ Using assemblies, tutor time/PSHE and curriculum learning to explore equality and inclusion.
- ❸ Providing opportunities for pupil voice and leadership in equality initiatives.
- ❹ Working with external speakers or organisations where appropriate.

## Equality and dignity in the workplace

We are committed to equality of opportunity for all staff and job applicants.

Recruitment, development and progression decisions are based on merit and objective criteria. We will consider reasonable adjustments where required and will not tolerate bullying, harassment or victimisation.

If any staff member experiences or witnesses discrimination or harassment, they are encouraged to report it in line with our grievance/complaints procedures and relevant policies.

## Diversity and representation

We work to ensure that our curriculum, resources, policies and practices reflect the diversity of modern Britain and that pupils and staff can see themselves represented. We will:

- ❶ Review curriculum content and resources to ensure they are inclusive and representative.
- ❷ Use data (where available and appropriate) to understand participation, attainment and behaviour patterns for different groups.
- ❸ Address barriers to participation in enrichment, trips, leadership opportunities, and professional development.

## Inclusion

We foster an inclusive environment by putting in place support and reasonable adjustments so that pupils and staff can access education and work opportunities. We work closely with families and external agencies where needed, and we take steps to make our information accessible in appropriate formats.

## Equality information and objectives 2026-2029

In line with the Public Sector Equality Duty, the Trust has identified the following equality objectives for the period 2026–2029. These objectives will be monitored through regular reporting to Trustees using measurable indicators and trend analysis.

🕒 **Objective 1: Improve Participation and Outcomes** (measures will be reviewed termly using school and Trust-level data)

- 🕒 Reduce identified gaps between groups in:
- 🕒 Attendance and persistent absence
- 🕒 Attainment and progress
- 🕒 Participation in enrichment activities

### Objective 2: Maintain Safe and Inclusive School Environments

- 🕒 Increase confidence in reporting concerns and reduce repeat or serious prejudice-related incidents across the Trust. Monitoring will include:
- 🕒 Safeguarding and behaviour data
- 🕒 Pupil and staff survey feedback
- 🕒 Incident trends and follow-up actions

### Objective 3: Support Fair Access and Workforce Inclusion

- 🕒 Ensure recruitment, progression and workplace support processes are fair, accessible and compliant with equality duties. Monitoring will include:
- 🕒 Workforce and recruitment data
- 🕒 Staff feedback
- 🕒 Reasonable adjustments and support processes

### Objective 4: Embed Equality Considerations into Leadership and Decision-Making

- 🕒 Ensure equality considerations are routinely reflected in policy review, staff training, curriculum development and leadership decision-making. Monitoring will include:
- 🕒 Training completion
- 🕒 Policy review cycles
- 🕒 Evidence from governance and school improvement processes

## Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our Trust community. Further details are available in our Equality Information & Objectives Policy and our related equality, safeguarding, behaviour, complaints and inclusion policies.