



Equality Information and Objectives Policy

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Statement of intent

ONE Trust recognises that certain groups in society can be disadvantaged because of unlawful discrimination they may face due to their race, sex, disability, gender reassignment, marriage or civil partnership, religion or belief, sexual orientation, age, or pregnancy and maternity.

The Trust has a statutory duty to publish an Equality Information and Objectives Statement. This policy sets out how the Trust determines its equality objectives.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010 (Specific Duties) Regulations 2011
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This policy also has due regard for non-statutory guidance, including the following:

- DfE 'The Equality Act 2010 and schools'

This policy operates in conjunction with the following policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Concerns and Complaints Procedures Policy
- Grievance Policy
- Data Protection Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Staff Equality, Equity, Diversity and Inclusion Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The Trust and its schools fully understand the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin
- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the proprietor.

The ONE Trust schools' liability not to discriminate, harass or victimise does not end when a pupil has left the school, but will apply to subsequent actions connected to the previous relationship between school and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

The ONE Trust and its schools will promote equality of opportunity for all staff and job applicants and will work in line with the Staff Equality, Equity, Diversity and Inclusion Policy.

2. Roles and responsibilities

The Trust Board and Local Governing Bodies will:

- Ensure that the schools comply with the appropriate equality legislation and regulations.
- Meet their obligations under the PSED to:
 - Publish equality objectives at least every four years commencing on the date of the last publication.
 - Update and publish information every year to demonstrate school compliance with the PSED.
- Ensure that the policies and procedures are developed and implemented with appropriate equality impact assessments informing future plans.
- 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 Trust Board and Local Governing Bodies.
- Proactively recruit high-quality applicants from under-represented groups.
- Provide information in appropriate and accessible formats.
- Ensure that the necessary disciplinary measures are in place to enforce this policy.

The headteacher will:

- Implement and champion this policy and its procedures.
- Ensure that all staff members receive the appropriate equality and diversity training as part of their induction and CPD.
- Ensure that all parents, visitors and contractors are aware of, and comply with, the provisions of this policy.
- 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.
- Produce an annual report on the progress of implementing the provisions of this policy and report it to the Local Governing Body.

Employees will:

- Be mindful of any incidents of harassment or bullying in the school.
- Track and monitor any instances of discrimination and deal with these in a consistent manner, making a report to the headteacher as necessary and following up with pupils as required.
- Identify and challenge bias and stereotyping within the curriculum and the school's culture.
- Promote equality and good relations, and not harass or discriminate in any way.
- Monitor pupils' progress and needs to ensure the appropriate support is in place.
- Keep up-to-date with equality legislation and its application by attending the appropriate training.
- Champion diversity and inclusion.

Pupils will:

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

The ONE Trust and its schools will have equality information on the websites, in order to demonstrate how they are complying with the PSED in the Equality Act 2010, and advancing equality of opportunity.

3. Equality objectives

The ONE Trust and its schools are committed to promoting the welfare and equality of all the staff, pupils and other members of the school community.

The ONE Trust sees all members of the school community as of equal value, regardless of any protected characteristic. The Trust's policies, procedures and activities will not discriminate but must nevertheless take account of differences in life experience, outlook and background, and in the kinds of barriers and disadvantages which people may face in relation to any protected characteristic.

Each school's Equality Information and Objectives Statement sets out how the school is meeting the PSED and outlines how equality of opportunity is ensured for all members of the school community. The Equality Information and Objectives Statement is reviewed at least every four years and is published on the Trust and school websites annually.

The Trust and schools will consult with stakeholders to establish equality objectives and draw up a plan based on information collected on protected groups and accessibility planning.

To achieve this, the Trust has established the following objectives:

Objective 1

To ensure all pupil groups reach their full potential and narrow any gaps in attainment.

This objective is in place to advance equality of opportunity for all groups, including those with protected characteristics. To achieve this objective, schools and the Trust will rigorously monitor the progress of all groups to clearly identify any underachievement in performance and adjust provision to support progress.

Progress will be identified and challenged in termly School Improvement meetings between the Head Teacher, the SIP and the CEO. Progress in individual schools will also be monitored and challenged by the Local Governing Board and reported to the Trust Board.

Objective 2

To promote Spiritual, Moral, Social and Cultural Development through all appropriate curricular activities, with particular reference to issues of equality and diversity.

This objective is in place to support the elimination of discrimination and foster good relationships between pupils and between pupils and staff. Children across the Trust will have an awareness of different cultures, religions and beliefs through an enriched curriculum.

Progress will be identified and challenged in termly School Improvement meetings between the Head Teacher and CEO. Progress in individual schools will also be monitored and challenged by the Local Governing Board and reported to the Trust Board.

Objective 3

To ensure that all pupil groups are punctual and attend school regularly.

This objective advances equality of opportunity as research shows the significant impact of lost learning through lateness and low attendance. Attendance in all schools will be closely monitored and, where there is a concern, early intervention will be put in place. Additional support for families will be provided to include referrals to external agencies such as Early help where appropriate.

Progress will be identified and challenged in termly School Improvement meetings between the Head Teacher and CEO. Progress in individual schools will also be monitored and challenged by the Local Governing Board and any concerns raised with the Trust Board.

Objective 4

Ensure transparent, merit-based, and inclusive recruitment, retention, and career progression processes that promote workforce diversity and reflect local community demographics.

Progress will be identified through data analysis of recruitment and the existing workforce. The Trust Board will monitor and challenge the progress in the schools across the Trust.

4. Collecting and using information

In accordance with the requirements outlined in the UK GDPR and Data Protection Act 2018, personal data will be lawfully collected and processed in line with the principles and practices outlined in the Data Protection Policy and only for specified, explicit and legitimate purposes, e.g. to comply with the Trust and school's legal obligations.

The Trust and its schools will collect equality information for the purpose of:

- Identifying key issues, e.g. unlawful discrimination in teaching methods.

- Assessing performance, e.g. benchmarking against similar organisations locally or nationally.
- Taking action, e.g. adapting working practice to accommodate the needs of staff who share protected characteristics.

The Trust and its schools will build an equality profile for staff to assist with identifying any issues within their recruitment regime. The Trust and its schools will obtain the following information from their staff:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of staff members on parental leave
- Return to work of disabled employees following sick leave relating to their disabilities
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving

The Trust and its schools will use the information it obtains to analyse any gaps present in its equality documentary, including the Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy.

5. Publishing information

The Trust will publish information to demonstrate its compliance with the Act. The Trust will publish information relating to people within the Trust community who share relevant protected characteristics, including:

- The Trust's employees.
- People affected by the Trust's and schools' policies and procedures.

The Trust will not provide this information if:

- The employee is employed under contract personally to do work.
- The employer does not have this information, and it is not reasonably practicable for the employer to obtain the data.

The Trust will publish findings in its [annual](#) report.

The Trust Board will publish the following information annually with regard to the gender pay gap:

- The difference between the mean hourly rate of pay of male and female full-pay relevant employees
- The difference between the median hourly rate of pay of male and female full-pay relevant employees
- The difference between the mean bonus pay paid to male and female employees
- The difference between the median bonus pay paid to male and female employees

- The proportions of male and female relevant employees who were paid bonus pay
- The proportions of male and female full-pay relevant employees in lower, lower middle, upper middle, and upper quartile pay bands

The above information will be updated and published annually on the Trust website in a manner that is accessible to all its employees and to the public for a period of at least three years from the publication date.

6. Promoting equality

The Trust's Pupil Equality, Equity, Diversity and Inclusion Policy and Staff Equality, Equity, Diversity and Inclusion Policy set out the approach to promoting equality and diversity across the whole Trust community.

7. Addressing prejudice-related incidents

The Trust and its schools are opposed to all forms of prejudice. The schools will ensure that pupils and staff are aware of the impact of prejudice. The schools will address any incidents immediately and, where appropriate, report them to the LA.

Any reports of bullying and prejudice will be carefully monitored and dealt with accordingly. **Annual** training will be given to all staff to ensure that they are aware of the process for reporting and following up incidents of prejudice-related bullying.

8. Concerns and Complaints procedures

The Trust and its schools aim to resolve all complaints at the earliest possible stage and are dedicated to continuing to provide the highest quality of education possible throughout the procedure. Any person, including a member of the public, is able to make a complaint about the provision of facilities or services that the Trust and its schools provide.

The Trust and its schools will adhere to the Concerns and Complaints Procedures Policy to ensure a straightforward, impartial, non-adversarial process that allows a full and fair investigation, respects confidentiality, and delivers an effective response and appropriate redress. If a complaint has completed the process and the complainant remains dissatisfied, they have the right to appeal, as outlined in the Concerns and Complaints Procedures Policy.

The Trust and its schools will work to develop good professional relationships between colleagues; however, understand that sometimes conflicts may arise. Through maintaining open communication, the Trust and its schools want employees to feel able to raise any grievances so that appropriate and effective solutions can be put in place. Grievances raised by staff members will be processed in accordance with the Trust's Grievance Policy.

9. Monitoring and review

The CEO and Headteacher will review this policy **annually**, to ensure that all procedures are up-to-date. The policy will be monitored and evaluated by the Trust Board in the following ways:

- Individual attainment data
- Equal opportunities recruitment data

- Equality impact assessments
- Ofsted inspection judgements on equality and diversity
- Incident records related to harassment and bullying

Any changes made to this policy will be communicated to all relevant stakeholders.

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3.0	Added objectives	Julie Stuart	September 2026
Review update			December 2026

Signed by:

Chair of Trustee Board	Helen Richardson	
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