



Equality and Diversity Policy

Summer 2026



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Introduction

The Equality Act 2010 provides a single legislative framework to protect individuals from discrimination on the basis of the following protected characteristics:

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

Under the Act, schools and academy trusts are also subject to the Public Sector Equality Duty (PSED), which requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

This policy sets out the commitment of Whinless Down Academy Trust to promoting equality, diversity and inclusion across all aspects of school life.

Roles and Responsibilities

Trustees and Governors

Trustees and governors are responsible for:

- Monitoring compliance with equality legislation
- Approving and reviewing this policy
- Monitoring equality objectives and progress
- Ensuring equality considerations inform strategic decision-making

Headteachers and Senior Leaders

Headteachers and senior leaders are responsible for:

- Implementing this policy within their schools
- Promoting an inclusive culture
- Addressing discriminatory incidents appropriately
- Ensuring staff understand their responsibilities under this policy
- Monitoring equality-related information and reporting concerns where appropriate

Staff

All staff are expected to:

- Treat others with dignity and respect
- Promote inclusive practice
- Challenge discriminatory behaviour
- Support the implementation of this policy
- Uphold the Trust's values and expectations at all times

Our Ethos and Commitment

Whinless Down Academy Trust is committed to creating an inclusive environment where every child, family, staff member and visitor feels safe, respected and valued.

We recognise and celebrate diversity and are committed to ensuring equality of opportunity for all members of our school communities. We understand that people have different experiences, needs and barriers, and that treating people equally does not always mean treating everyone in the same way.

We are committed to:

- Treating all members of the school community fairly, with dignity and respect
- Ensuring all pupils, parents, carers, staff and visitors are valued equally
- Providing a safe, secure and welcoming environment for all
- Promoting inclusion, belonging and positive relationships across the school community

- Recognising that some pupils may require additional support and reasonable adjustments to achieve and participate fully in school life
- Removing barriers to participation, learning and achievement wherever possible
- Challenging discrimination, harassment, bullying, victimisation and prejudice-related behaviour
- Promoting equality in recruitment, retention, training and professional development
- Ensuring equality considerations inform decision-making and policy development
- Encouraging participation and engagement from pupils, parents, carers, staff and the wider community
- Promoting understanding, respect and tolerance between individuals and groups

We recognise that discriminatory incidents and prejudice-related behaviour may also constitute safeguarding concerns and will be addressed in line with the Trust's safeguarding, behaviour and anti-bullying procedures.

Public Sector Equality Duty (PSED)

In carrying out our functions, the Trust will give due regard to the need to comply with the Public Sector Equality Duty.

To demonstrate compliance with the Equality Act 2010, the Trust will:

- Publish equality information
- Prepare and publish equality objectives at least every four years
- Review progress towards equality objectives regularly
- Consider equality implications when developing policies, procedures and strategic decisions
- Undertake equality impact assessments where appropriate

The Trust and its schools analyse relevant information and data, including where appropriate:

- Admissions
- Attendance
- Attainment and progress
- Exclusions and behaviour incidents
- Participation in school activities
- Recruitment, retention and workforce data
- Prejudice-related incidents and complaints

This information helps the Trust identify potential inequalities, address barriers and improve outcomes for pupils and staff.

Separate Equality Objectives are published for individual schools and/or the Trust and are available via school websites or upon request.

Accessibility

In accordance with the Equality Act 2010, the Trust maintains an Accessibility Plan which is reviewed every three years.

The Accessibility Plan aims to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information for disabled pupils and families

The Accessibility Plan is published on school websites and paper copies are available upon request.

Monitoring and Review

This policy will be reviewed every two years, or earlier if required due to changes in legislation, guidance or Trust practice.