Equality, Diversity and Inclusion Policy

This policy has been adopted by Pathfinder Multi Academy Trust and is applicable across all schools that make up the Trust. In line with the MAT's Scheme of Delegation, this Policy must be duly applied by each Local Governing Committee and the Headteacher of each school in Pathfinder Multi Academy Trust.

Where there are specific details or any discretions in the policy that apply to an individual school or Local Governing Committee this has been made clear within the wording of the policy.

This policy will be reviewed in line with the agreed timetable for policy review or sooner as events or legislation changes require.

Date Adopted: **October 2026**

Date for Review: **October 2028**

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2026-27 changes to this policy:

- Additional contents page sections
- Section 1: addition of aims and protected characteristics
- Section 2: addition of hyperlinked legislation
- New sections added- section 6-10

1 Introduction and aims

Pathfinder Multi Academy Trust is committed to creating and maintaining a positive and supportive working environment for all staff. We value and respect the diversity of our staff and welcome our duties under the Equality Act 2010. Our schools are communities where we help and support each other, reinforcing and promoting our shared ethos and values in all we do. We believe in the strength of positive and purposeful school communities, underpinned by supportive leadership at all levels.

We are committed to being inclusive as a diverse population of both pupils and staff and see this as one of the Trust's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all our schools' activities. Our trust 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

The aims of the Trust are to:

- Promote equality of opportunity for all members of our school communities
- Comply with the equality obligations contained in the Equality Act 2010
- Provide a learning environment where all individuals feel valued and have a sense of belonging
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide and promote positive information about the diversity of UK society
- Actively challenge discrimination and ensure that all members of our school communities learn from these experiences
- Embed inclusion through all our activities

Provide equality, fairness and respect for all of our pupils and those in our employment. This policy applies equally to current and prospective members of our school communities.

2 Purpose: legislation and guidance

We believe that successful and thriving school communities are achieved through recognising the value of every individual. We aim to create a prejudice-free environment in which all our staff feel confident and at ease, enabling them to achieve their full potential, contribute fully to their schools and gain maximum enjoyment in their role. This will be achieved by:

- Treating everyone with dignity and respect
- Treating everyone fairly and without prejudice
- Adopting an inclusive attitude
- Encouraging compassion and open-mindedness
- Providing opportunities for development
- Supporting individuals to reach their full potential

This document meets 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 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 the Department for Education (DfE) advice for schools on the Equality Act, 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 and is aligned to the the Academy Trust Handbook.

3 Roles and responsibilities

Equality of opportunity and non-discrimination applies to the treatment of all members of our school communities. All members of staff have a duty to support the principles of equality and diversity outlined in this document. In addition:

The Board of Trustees will:

- Ensure that the equality information as set out in this statement is published
- 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 of each school

The [headteacher/head of school] will, for their school:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

4 Organisational commitment

The Trust is committed to promoting and developing inclusion and equality of opportunity and will seek to do this by:

- Communicating our commitment to equality and diversity to all members of our community
- Ensuring all staff and students are aware of the aims of this policy
- Demonstrating our zero-tolerance attitude towards discrimination by taking all allegations seriously
- Involve, where reasonably practicable, all members of our school communities in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- Publish and share policies with our school communities
- Collect and analyse data to monitor any potential disadvantage
- Overcome any potential barriers in recruiting and developing staff
- Ensure the wider school curriculum promotes and celebrates equality and diversity
- Operate a clear zero-tolerance policy towards abusive or discriminatory behaviour
- Work in partnership with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination
- Encourage equality, diversity and inclusion in the organisation
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.
- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Each school within the Multi Academy Trust will have four equality objectives specific to the circumstances of the school.

5 Dealing with discrimination: eliminating discrimination

We do not tolerate any form of prejudice or discrimination within our Trust. We treat all instances of discrimination extremely seriously and any such allegations will be fully investigated and appropriate actions taken in accordance with the relevant policies and procedures.

If you experience or witness any form of prejudice or discrimination within a Pathfinder school, this should be reported to the headteacher as soon as possible.

The equality, diversity and inclusion policy is fully supported by senior management.

6 Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the trust 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 specific 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 societies)

6. 1 Publishing information about pupils

In fulfilling this aspect of the duty the trust ensures that schools:

- Publish attainment data for each academic year showing how pupils with different characteristics are performing where appropriate
- Analyse the data referenced above to determine strengths and areas for improvement and implement actions in response
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying) to Trust leaders

6.2 Publishing information about staff

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will publish information to show:

- The make-up of our workforce
- Gender pay-gap reporting and other pay equality issues
- The profile of staff at different stages of employment including recruitment, training, promotion and leavers
- Applications for flexible working and their outcomes for staff with different protected characteristics
- Policies and programmes in place to address equality concerns from staff

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.

7 Fostering good relations

The Trust aims to foster good relations between those who share a protected characteristic and those who do not share it by monitoring how the schools:

- Promote tolerance, friendship and understanding of a range of religions and cultures through different aspects of the 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
- Educate pupils and students on behaviour and anti-bullying policies
- Work with their local community.
- Deliver initiatives to deal with tensions between different groups of pupils within each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents/carers to promote knowledge and understanding of different cultures.
- Develop links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach.

8 Equality objectives

As a Trust, we are required to publish equality information every year:

- Gender pay gap information by 30 March each year
- We must report on at least 1 equality objective once every 4 years

As a Trust we have delegated responsibility to each school to set their own equality objective in line with the information provided in this policy.

9 Monitoring arrangements

The MAT Board will update the equality information we publish, described in sections at least every year.

This document will be reviewed by the Strategic Leadership Team annually to ensure compliance with the PSED.

School-specific equality objectives will be reviewed by the headteacher / head of school /designated member of staff for equality every 4 years.

10 Links to other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment policy
- SEN information report
- SEND policy
- Whistleblowing Policy