

East Midlands Academy Trust

Equality Policy

'Every child deserves to be the best they can be'



Scope: East Midlands Academy Trust & Academies within the Trust	
Version: V2	Filename: EMAT Equality policy
Approval: December 2025 <i>Approved by the Trust Board</i>	Next Review: December 2029 <i>This Policy will be reviewed by the Trust Board every 4 years</i>
Owner: East Midlands Academy Trust Board of Trustees	Union Status: Not Applicable

Policy type:	
Statutory	Replaces Academy's current policy

Revision History

Revision Date	Revisor	Description of Revision
Dec 2025 v2	A Rigler	Simplification of language and alignment to EMAT objectives and values. Reference to KCSIE and SEND Code of Practice
Dec 2021 v1	M Juan	New Equalities policy issued, including statement to add on websites.

EMAT Equality Statement (website)

At East Midlands Academy Trust, we pride ourselves on the diversity of people who make up our community, and we value the varied contribution that everyone can make to our learning. We are committed to ensuring that all children, regardless of age, race, sex, class, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity, disability or marriage/civil partnership have the high aspirations, and are ambitious to reach their potential. We will adapt and resource the curriculum to reflect a wide range of cultures and experiences; promote respect for all languages and backgrounds; work in partnership with parents; challenge discriminatory language or conduct and ensure that all individuals in the Trust, including visitors, feel safe and are treated with consideration.

EQUALITY POLICY

1. Introduction

This document describes how EMAT fulfils its responsibilities under the Equality Act 2010, including the Public Sector Equality Duty (PSED) pupils and colleagues. EMAT is driven by its three objectives of **Educational Excellence, Organisational Excellence** and **#EMATter Ethos** which are underpinned by the values of **Inclusion, Innovation, and Impact**

2. Purpose

EMAT recognises that certain groups in society have historically been disadvantaged because of unlawful discrimination. This policy defines our commitment to equality and diversity, sets a common set of values and objectives, and establishes a consistent approach to communicating, implementing and monitoring equality across the Trust

3. Context

The Equality Act 2010 consolidated equality legislation and established a single framework applying to academies and schools.

The Trust's duties cover staff, students, Trustees, Governors, volunteers and others who use the trusts services and academies. The policy applies to all protected characteristics: age; disability; race (including colour, nationality, ethnic or national origin); sex; gender reassignment; pregnancy and maternity; religion or belief; sexual orientation; and marriage/civil partnership.

4. Aims of the Equality Duties

EMAT will:

- eliminate unlawful discrimination and victimisation;
- advance equality of opportunity for all;
- foster good relations between people who share a protected characteristic and those who do not:

5. Equality Commitments

- **Curriculum and provision:** provide inclusive, high-quality teaching; make reasonable adjustments and provide auxiliary aids/services for disabled pupils; publish and update Accessibility Plans for each academy.
- **Safeguarding and inclusion:** align practice with Keeping Children Safe in Education and the SEND Code of Practice; ensure decisions consider safeguarding and inclusion implications.
- **Information publication:** publish annual equality information and report progress against equality objectives; refresh objectives at least every four years; ensure published materials meet digital accessibility requirements.
- **Employment:** ensure equal access to jobs, training and development; monitor workforce diversity and pay gaps; publish gender pay gap data where legally required; take proportionate action to close identified gaps.
- **Procurement and third-party services:** require contracted providers to comply with equality and accessibility obligations; act where providers fall short.

6. Responsibilities

The Trust Board, supported by the CEO, Headteachers and Local Advisory Boards:

- ensure academies follow equality policies and meet legal responsibilities
- approve, monitor and review equality objectives and annual reports

The Head Headteachers and Heads of School:

- Provide leadership on equality and diversity.
- Implement this policy in school procedures
- Ensure staff understand their responsibilities and receive training
- Act on instances of discrimination, harassment, bullying or victimisation.

All staff:

- Promote equality and diversity and avoid unfair discrimination.
- Respond to incidents related to protected characteristics
- Keep up to date with equality law and participate in training.

Students:

- Respect others in language and actions.
- Follow school equality and diversity policies.

7. The characteristics of our schools

Each academy sets their own equality objectives, based on its context and annual review. Refer to each academy's local equality statements for specific priorities.

8. Implementation

The principles of this policy will be applied to:

- Admissions and transfers.
- Assessment and pupil groupings.
- Curriculum, teaching and learning.
- Behaviour, sanctions and rewards.
- Exclusions and suspensions
- Colleague recruitment and development.
- Governance (Trust Board and Local Advisory Boards)
- Stakeholder and community engagement.
- Pastoral and welfare support.

9. Monitoring and Evaluation

The Trust and academies will review and update equality objectives every four years and report annually to the Trust Board on progress.

The Trust will annually publish information demonstrating how we meet the Public Sector Equality Duty, ensuring materials comply with the Public Sector Bodies Accessibility Regulations 2018 (including a compliant accessibility statement).

10. Complaints

The Trust treats seriously all complaints about unlawful (or potentially unlawful) discrimination. Complaints will be investigated under the academy's complaints or grievance policy, as appropriate.

11. References

- Equality Act 2010 and Department for Education advice for schools (DfE, 2014/2018).
- Equality and Human Rights Commission (EHRC) Technical Guidance for Schools in England (updated 2023–2025)
- Keeping Children Safe in Education (DfE, 2025).
- SEND Code of Practice: 0 to 25 years (DfE/DHSC, updated 12 September 2024).

12. Data Protection Notice

The Trust processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018.

13. Monitoring and Evaluation

The Trust and the academies will review and update the equality objectives every four years and report annually to the Trust Board on progress towards achieving them. The Trust will annually publish information indicating how we are meeting the requirements of the public sector equality duty.

14. Complaints

The Trust will treat seriously all complaints of unlawful (or potentially unlawful) discrimination. Any complaints will be investigated in accordance with the academy's grievance or complaints policy, whichever is appropriate.