



Every Child, Every Day Academy Trust

Equalities Policy

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Approved by:	Trust Board

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Policy Updates:

May 2026	Review of our overarching Trust themes in line with our TDP
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1. Aims

Our trust aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination 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 it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

We are committed to our mission of 'Increasing life chances; for Every Child, Every Day'. Our core values are the primary drivers through which we deliver equity and inclusion across our Trust:

- **Belonging** - we define belonging as the emotional outcome of true inclusion. By ensuring every student and staff member feels they truly belong in their environment, we go beyond mere compliance to create a culture that proactively eliminates the feeling of exclusion or discrimination.
- **Collaboration** - harnessing the power of collaboration across our schools allows us to share best practices for supporting protected groups, ensuring that a high standard of inclusive education is a collective responsibility rather than an isolated one.
- **Relationships** - connections are vital for fostering good relations and ensuring that the individual needs of students with protected characteristics are understood and advocated for by the adults who lead them
- **Ambition** - Our commitment to a spirit of continuous improvement is essential for advancing equality of opportunity. We are relentless in accelerating outcomes for those who face the greatest barriers, specifically targeting the narrowing of gaps for disadvantaged and SEND students.
- **Empowerment** - We believe in school-centered leadership with earned autonomy and empowering local leaders to tailor equality objectives to the specific demographic and cultural needs of their unique communities, ensuring that inclusion is relevant and impactful at the school level.

2. Legislation and Guidance

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](#).

3. Roles and Responsibilities

3.1 The Board of Trustees

- Responsible for ensuring equality information is published annually and overarching themes are reviewed every 4 years

3.2 Local Governing Bodies

- Meet with the Headteacher or designated member of staff for equality regularly, to discuss progress toward the school-specific objectives, any issues and how these are being addressed

3.3 Headteacher

- Responsible for promoting these themes within their schools and monitoring progress toward school-specific objectives

3.4 All Staff across the Trust

- Expected to have regard to this document and work toward the shared themes of inclusion and belonging

4. Overarching Equality Themes

Rather than static four-year objectives, the Trust operates under three overarching equality themes. These themes are delivered through the specific KPIs and actions detailed in the Trust Development Plan (TDP).

Theme 1: Equity in Student Outcomes

We are committed to narrowing attainment and progress gaps for disadvantaged students, those with SEND, and other vulnerable groups. We seek relentless improvement to ensure every child has the same life chances

Theme 2: Unified Culture of Belonging

We will establish a collective understanding of inclusion across all schools, ensuring that Belonging is a measurable strength of our Trust for all students, staff, and stakeholders.

Theme 3: Equitable Access to Excellence

We ensure that all pupils have equal access to the full breadth of school life, including the curriculum, extracurricular activities, and leadership opportunities.

5. Advancing Equality of Opportunity

As a Trust, we advance equality of opportunity by moving beyond data to the lived experience of our community. We proactively identify and remove the financial, social, and cultural barriers that prevent any child or colleague from thriving.

In fulfilling this aspect of the duty the Trust will:

5.1 Targeted Equity and Outcomes

- Focus relentlessly on narrowing the attainment and progress gaps for disadvantaged, SEND, and vulnerable students, as outlined in our trust-wide KPIs.
- Create a spirit of continuous improvement, ensuring that every child, every day has the same life chances regardless of their starting point.
- Analyse annual attainment data for each school to identify specific areas where groups with protected characteristics may require additional support.

5.2 Equitable Access to Excellence

- Ensure that no financial or social barrier prevents a child from accessing the full breadth of our curriculum, extracurricular activities, or leadership opportunities.
- Regularly review our climates and conditions to ensure that our school environments are physically and culturally accessible to all.
- Implement our Trust-wide Inclusion Strategy to ensure that inclusion is a consistent, high-quality experience across all our schools.

5.3 Internal Review of Workforce Equity

While we prioritise the privacy of our colleagues, we are committed to the active capture and internal review of workforce data to ensure an equitable workplace. In line with our People Strategy, the Trust Executive Team and Board will:

- Collect and monitor internal data regarding the make-up of our workforce, recruitment trends, and promotion pathways for staff with protected characteristics.
- Use this data to inform our exceptional employee experience plan, ensuring we identify and remove any unintended biases in our processes.
- Use qualitative feedback from our annual Trust Wide Surveys to work towards 100% of staff feeling valued and supported, using these insights to drive our workforce resilience strategies.

6. School Specific Objectives

While the Trust sets the overarching themes above, each school within the Trust will set and publish its own specific equality objectives in line with the themes and based on its unique context and community needs.