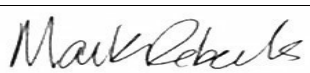
PENK VALLEY ACADEMY TRUST

Equality Information & Guidance

Adopted by Trustees:	
Signed:	
Date:	Spring 2026
This policy is reviewed annually by the Audit Finance & Risk Committee.	
Next Review date:	Spring 2027

COLLABORATION CHALLENGE CURIOSITY CARE

POLICY INFORMATION

Date of last review:	Spring 2026	**Review period:**	Annually
Date ratified by Trustees:	Spring 2026	**Trustee committee responsible:**	Audit Finance & Risk Committee
Policy owner:	ELT	**Executive team member responsible:**	ELT

Reviews/revisions

Review date	Changes made	By whom
Summer 2025 Spring 2026	New Policy, template from The Key Updated wording	CPO CPO

Equality and GDPR

All Penk Valley Academy Trust policies should be read in conjunction with our Equal Opportunities and GDPR policies.

Statement of principle – Equality

We will take all possible steps to ensure that this policy does not discriminate, either directly or indirectly against any individual or group of individuals. When compiling, monitoring and reviewing the policy we will consider the likely impact on the promotion of all aspects of equality as described in the Equality Act 2010.

Statement of principle – GDPR

Penk Valley Academy Trust recognises the serious issues that can occur as a consequence in failing to protect an individual adult's or child's personal and sensitive data. These include emotional distress, physical safety, child protection, loss of assets, fraud and other criminal acts.

Penk Valley Academy Trust is therefore committed to the protection of all personal and sensitive data for which it holds responsibility as the Data Controller and the handling of such data in line with the data protection principles and the Data Protection Act (DPA)/GDPR.

Penk Valley Academy Trust will be referred to as **PVAT** for the remainder of the document which includes all schools who are members of PVAT, business operations and centralised services.

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 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

Our trust aims to promote respect for difference and diversity in accordance with our values.

At Penk Valley Academy Trust, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from our schools, irrespective of race, sex, disability, faith, religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our schools.

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

This document also complies with our funding agreement and articles of association.

Roles and responsibilities

The board of trustees

The board of trustees will:

- Ensure that all schools within PVAT complies with the appropriate equality legislation and regulations.
- Meet its obligations under the Public Sector Equality Duty (PSED) to publish equality objectives and communicate these effectively throughout the Trust, and that they are reviewed and updated at least once every four years.
- Ensure that the Admissions Policy does not discriminate in any way

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

- Promote knowledge and understanding of equality amongst staff and pupils
- Actively challenge and take any appropriate action in case of any discriminatory practice
- Address any reported incidents of harassment or bullying in line with DfE guidance

All staff across the trust

- All staff across the trust are expected to have regard to this document and to work to achieve the objectives
- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, bullying, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination and disadvantage in accordance with their responsibilities;
- Report any issues associated with equality and diversity in accordance with this policy
- Monitor pupils' progress and academic needs to ensure the appropriate support is in place
- Keep up to date with equalities legislation relevant to their work
- Promote an inclusive and collaborative ethos

Compliance

Compliance with the Equality Act 2010 is the responsibility of all members of staff. PVAT does not condone any act of discrimination, bullying, harassment or victimisation. Any breach of this may lead to disciplinary action

Eliminating discrimination

The trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Trustees and all staff are regularly reminded of their responsibilities under the Equality Act.

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 which are connected by 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 particular 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)

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:

- Promoting 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.
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute
- Making sure schools work with their local community. This includes each school inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach

Staffing and Staff Development

The school adheres to recruitment and selection procedures that are fair, equal and in line with statutory duties. We recognise the need for positive role models and distribution of responsibility

among staff. We undertake to encourage the career development and aspirations of all individuals.
It is our policy to provide staff with training and development which will increase awareness of the needs of different groups of students in the various dimensions of equality of opportunity.

Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments to ensure that people with a disability have equal access to opportunities and resources. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by an individual with a disability, as far as is reasonable

Harassment and Bullying

It is the duty of this school to challenge all types of discriminatory behaviour e.g. unwanted attentions (verbal or physical), unwelcome or offensive remarks or suggestions about another person's appearance, character, race, ability or disability, sexuality, Sex . The schools have clear, agreed procedures for dealing with incidents such as these (see Trust discipline, schools' behaviour policy and anti-bullying policy)

Equality objectives

Public Sector Equality Duty Schools have additional responsibilities through the Public Sector Equality Duty. When public authorities carry out their functions, they must have due regard to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster or encourage good relations between people who share a protected characteristic and those who don't

Objective 1: To train all members of staff involved in recruitment and selection on equal opportunities and non-discrimination by the end of the next academic year, 2025-2026.
Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: To build on our current processes and procedures to ensure that all staff involved in the recruitment process have received the most up-to-date training available to raise awareness of the principles of the Equalities Act.

To achieve this objective, we plan to: Procure a training package and roll this out to all staff, governors and trustees that would ever be involved in a recruitment process.

Objective 2: To raise equality awareness with students and staff, ensuring tolerance and respect towards individuals who identify with any of the protected characteristics.

Why we have chosen this objective: To help foster good relationships across all characteristics between people who share a protected characteristic and people who do not share it by having the need and regard to tackle prejudice and promote understanding.

To achieve this objective, we plan to: To ensure the continued promotion of our Equality Values, conduct special assemblies, tutorial discussion and diversity days/events across all school.