



# Equality information and objectives policy

## Statement of Intent

The Poppy Academy Trust is committed to improving the life chances of all our children. We will nurture a passion for learning to enable them to thrive in an ever-changing world.

We have shared values across the Trust which we teach explicitly and throughout the curriculum to the children. At our Church schools, these values are rooted in our Christian ethos and distinctive Christian character.

This is reflected in all our relationships between staff, children, parents, governors and the local community. It is reflected in how we teach, what and how our pupils learn within and beyond the classroom.

Equality information and objectives policy	
Written by:	Alice Aharon
Date:	19.05.25
Approved by:	Trust
Date:	27.05.25
Review frequency:	4 years
Target Audience:	All stakeholders

Our Local Governing Bodies are dedicated to the promotion of high standards of educational achievement. We are committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole school community.

We have adapted the Model Policy from The Key.

## 1. Aims

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

Our Trust aims to promote respect for difference and diversity in accordance with our values, such as:

- **Partnership** - to collaborate with parents, communities, staff and children to develop supportive citizens of the future.
- **Respect** - to engender and encourage mutual respect & positive behaviour within our community, to each other and to ourselves.
- **Enjoyment** - to ensure our environment and approach to learning, creates enjoyable experiences for all.
- **Aspiration** - to be ambitious and raise aspirations for all in our community.
- **Confidence** - to be passionate about building confidence and resilience, appreciating the talents of all.

## 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 Trusts 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 Department for Education (DfE) guidance: [The Equality Act 2010 and Trusts](#), the [technical guidance for Trusts 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](#).

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

### **3. Roles and responsibilities**

The Trustee board will:

Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the Trust, including to staff, pupils and parents/carers

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 headteachers and the CEO

The school's leadership teams will:

Promote knowledge and understanding of the equality objectives among staff and pupils

Monitor success in achieving the objectives and report back to CEO

Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The CEO will:

Support the school leadership teams in promoting knowledge and understanding of the equality objectives among staff and pupils

Support the Heads of Schools/Headteachers/Executive Headteachers in identifying any staff training needs, and deliver training as necessary

All Trust staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

### **4. 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.

Staff, governors and Trustees are regularly reminded of their responsibilities under the Equality Act – for example, during meetings. Where this has been discussed during a meeting, it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training regularly

The Trust has a designated member of staff for monitoring equality issues and this is the CEO. She is responsible in reporting to the Trust Board regularly. They regularly liaise regarding any issues and make senior leaders and governors aware of these as appropriate.

## **5. 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 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 the school curriculum)

In fulfilling this aspect of the duty, the Trust will:

Publish attainment data each academic year showing how pupils with different characteristics are performing to local governing boards

Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information

Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## **6. 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 our 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

Making pupils aware of our behaviour and anti-bullying policies

Holding assemblies/collective worships dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute

Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies/collective worships, and organising school trips and activities based around the local community

Encouraging and implementing initiatives to deal with any possible tensions between different groups of pupils within the Trust. For example, our Trust council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the Trust's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## 7. Equality considerations in decision-making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The Trust always considers the impact of significant decisions on particular groups. For example, when a Trust trip or activity is being planned, the Trust considers whether the trip:

Cuts across any religious holidays

Is accessible to pupils with disabilities

Has equivalent facilities for boys and girls

## 8. Equality objectives

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

- We must report on at least 1 equality objective once every 4 years – we've chosen May 2029 to be our deadline for this

### 1. Narrow the Attainment Gap for Disadvantaged Pupils

**Objective:** Reduce the attainment gap between disadvantaged pupils (including those eligible for Pupil Premium) and their peers in reading, writing, and maths by at least 10% across the Trust by July 2026.

**Actions:**

- Implement targeted interventions based on data analysis
- Enhance use of pupil voice in planning support
- Provide additional CPD on inclusive teaching practices

### 2. Improve Representation in Leadership and Governance

**Objective:** Increase the diversity of staff in leadership roles and Trust governance to better reflect the local community by 2027.

**Actions:**

- Review and adapt recruitment policies
- Offer leadership development opportunities to underrepresented groups
- Carry out annual diversity audits

### 3. Foster Inclusive Curriculum and Resources

**Objective:** Ensure that 100% of curriculum areas across all schools in the Trust include diverse perspectives (e.g. ethnicity, disability, gender, LGBT+) by July 2026.

**Actions:**

- Conduct curriculum audits annually
- Provide staff training on inclusive curriculum design
- Involve pupils in reviewing materials for representation

### 4. Promote Equity in Staff Development and Wellbeing

**Objective:** Ensure all staff, regardless of background, have equal access to high-quality CPD and wellbeing initiatives, with annual staff surveys showing a 90%+ satisfaction rate by

2026.

**Actions:**

- Monitor participation and uptake by protected characteristics
- Adapt wellbeing initiatives based on staff feedback
- Provide mentoring/coaching access to all staff groups

**9. Links with other policies**

This document links to the following policies:

Accessibility plan

Risk assessments/EVOLVE

SEND information report

Inclusion policy

Safer Recruitment Policy

Individual school Behaviour Policies