



Trust Education Group Ltd

Equality Policy

Overview and Commitment

Ensuring Inclusion, Respect, and Equal Opportunities for All

At Trust-Education Group, we are deeply committed to fostering a community where equality of opportunity is not just a principle, but a lived reality for every member of our diverse school family. This policy represents our shared vision and sets out the responsibilities and practical steps we take to ensure that all pupils, staff, parents, carers, governors, and partners experience a safe, inclusive, and supportive environment.

We recognise that promoting equality goes beyond treating everyone identically; it requires proactively recognising and addressing barriers that may hinder full participation or success. Our approach is rooted in celebrating the unique achievements and strengths of individuals while working diligently to remove obstacles related to race, gender, disability, faith, socioeconomic background, or any other characteristic.

Scope and Guiding Principles

This policy applies to all aspects of school life, reflecting our conviction that equality and respect must permeate teaching, learning, staffing, governance, admissions, and the daily experiences of our community. We strive for a culture where:

- Every member is valued and respected.
- Everyone feels safe, secure, and included.
- Individual differences are celebrated as strengths.
- Opportunities for learning, development, and progression are equitable and transparent.

Context and Diversity

Trust Education Group is an independent SEMH provision serving pupils aged 11–16 with social, emotional, and mental health needs, as well as a range of additional special educational needs and disabilities. Our pupil body includes:

- A significant proportion eligible for Pupil Premium.
- A diverse ethnic composition, including pupils for whom English is an additional language.
- Learners who may experience challenges in social integration, communication, or emotional regulation.

We are dedicated to fair and transparent admissions and to providing tailored support so that every child can achieve their full potential academically, socially, and emotionally.

Commitment to Inclusion and Monitoring

We are committed to ensuring equality of education, opportunity, and respect for all. This includes:

- Actively monitoring achievement and attendance data to identify disparities and address gaps.
- Implementing inclusive teaching strategies, differentiated learning, and personalised support.
- Challenging all forms of discrimination, prejudice, and bullying, including microaggressions or unconscious bias.
- Promoting positive representation and role models across all aspects of school life.

Our approach is proactive: we do not simply respond to inequality when it occurs, but embed inclusive practices across the curriculum, pastoral care, and leadership structures.

Policy Implementation and Consultation

We embed equality throughout our practices, including:

- **Curriculum:** Ensuring resources, examples, and content reflect diverse backgrounds and perspectives.
- **Teaching and Learning:** Using differentiated strategies to meet individual needs and ensure progress for all.
- **Recruitment and Staffing:** Ensuring equitable recruitment, promotion, and professional development opportunities.
- **Staff Development:** Providing training on equality, diversity, inclusion, cultural competence, and unconscious bias.
- **Behaviour and Pastoral Care:** Promoting a restorative, trauma-informed approach that respects the dignity and rights of every pupil.

This policy is informed by consultation with pupils, parents, staff, and governors, ensuring it reflects the needs and aspirations of all involved.

Legal Framework and Responsibilities

Trust Education Group upholds the requirements of:

- The **Equality Act 2010**
- The **Public Sector Equality Duty**
- Relevant safeguarding, SEND, and anti-bullying legislation

Our governing body, Head of School, and all staff are responsible for modelling and promoting equality in every aspect of school life. Responsibilities include:

- Eliminating discrimination, harassment, and victimisation.
- Advancing equality of opportunity between individuals and groups.
- Fostering good relations across different protected characteristics.
- Ensuring policies and practices are consistently applied and monitored for impact.

Practical Measures to Promote Equality

To make equality meaningful and actionable, Trust Education Group commits to:

- **Inclusive Admissions and Assessment:** Transparent, fair, and consistent criteria with adjustments for pupils with disabilities or SEMH needs.
- **Curriculum and Resources:** Diverse and representative content in lessons, displays, and learning materials, with opportunities to explore different cultures, histories, and perspectives.
- **Staff Training and Development:** Mandatory equality, diversity, and inclusion training for all staff, including targeted professional development for SEMH learners.
- **Pupil Engagement and Voice:** Encouraging pupils to share experiences, ideas, and feedback, and promoting leadership opportunities for underrepresented groups.
- **Monitoring and Reporting:** Regular analysis of attainment, progress, attendance, and behaviour by protected characteristics, with action plans to close gaps and remove barriers.
- **Community Engagement:** Working with parents, carers, and external agencies to support inclusion and promote respect and awareness across the school community.

Continuous Review and Transparency

Equality initiatives are regularly reviewed for effectiveness and updated in line with emerging best practice. The school publishes progress, action plans, and policy updates on its website and in accessible formats. Feedback from staff, pupils, and

families informs continuous improvement. Equality is treated as a core part of school culture, not an optional add-on.

Addressing Complaints

Any incidents of discrimination, harassment, or unequal treatment must be reported in line with the school's Complaints Policy or Safeguarding Policy. The school investigates all complaints promptly, fairly, and confidentially, taking appropriate remedial or disciplinary action where necessary.

Leadership and Accountability

Governors and SLT monitor the implementation and impact of this policy through:

- Review of achievement, behaviour, and attendance data
- Staff and pupil feedback surveys
- Termly reports on inclusion initiatives and progress toward equality objectives

Leaders are accountable for ensuring equality is embedded in daily practice, decision-making, and resource allocation.

Policy Review

This Equality Policy is a living document and will be formally reviewed annually by the Head of School in consultation with governors, staff, pupils, and parents. Updates will reflect:

- New legislation and guidance
- Emerging research and best practice
- The evolving needs and diversity of our school community

Conclusion

The Trust-Education Group Equality Policy underpins our commitment to creating a vibrant, respectful, and inclusive school where diversity is celebrated and every individual can thrive. We recognise that true equality requires continuous effort, self-reflection, and active engagement from every member of our community.

Policy Lead	Melissa Wainman Director of Education
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