Equality, Diversity and Inclusion – Pupils

Approved by:		**Date:** October 2026
Last reviewed:	October 2026	
Next review due:	November 2027	

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STATEMENT OF INTENT

Enhance Academy Trust is committed to providing an inclusive, respectful, and equitable learning environment for every pupil across all its schools — both Church of England and non-church settings. We recognise the unique worth of each individual and are dedicated to ensuring that everyone is treated fairly, feels valued, and is able to achieve their potential.

LEGAL FRAMEWORK

This policy meets the requirements of the Equality Act 2010 and the Public Sector Equality Duty (PSED). It reflects Keeping Children Safe in Education (KCSIE 2025), the SEND and Alternative Provision Improvement Plan (2023), the Ofsted Education Inspection Framework (2024), and the Diocese of Leeds vision for education: Loving, Living, Learning.

SCOPE

This policy applies to all pupils, prospective pupils, and members of the school community, including parents, carers, staff, volunteers, and visitors.

ROLES AND REPSPONSIBILITIES

The Trust Board holds accountability for compliance with the Equality Act 2010 and the PSED. Local Academy Boards oversee implementation at school level. Headteachers lead local delivery, and all staff share responsibility for promoting fairness, respect, and inclusion.

PUBLIC SECTOR EQUALITY DUTY

Under the Equality Act 2010, the Trust must have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations. All academies publish equality information annually and review equality objectives every four years.

PREVENTION OF SEXUAL HARASSMENT AND SEXUAL VIOLENCE

In line with KCSIE 2025, the Trust recognises sexual harassment and harmful sexual behaviour as safeguarding and equality issues. All schools will ensure appropriate staff training, create safe reporting systems, and educate pupils about respect, consent, and boundaries.

CURICULUM AND INCLUSION

All schools will ensure equality, equity, diversity, and inclusion are embedded across the curriculum. Primary academies will integrate these principles through PSHE, RSHE, RE, and assemblies, while post-16 provision will emphasise respectful relationships, consent, and workplace inclusion.

ELIMINATING BULLYING, DISCRIMINATION AND HARASSMENT

The Trust is committed to eliminating all forms of discrimination, bullying, and harassment, including prejudice-based and sexual harassment. Incidents are recorded, monitored, and reported to ensure accountability and learning.

ADVANCING EQUALITY OF OPPRTUNITY AND FOSTERING GOOD RELATIONS

The Trust and its academies will remove barriers and promote equality of access, experience, and outcomes for all pupils. Data will be analysed to address disparities, and the curriculum will celebrate diversity, encourage pupil voice, and build positive community relationships.

MONITORING, EVALUATION AND REPORTING

Equality objectives and impact will be reviewed annually. Each academy will report progress to its Local Academy Board and the Trust Board. Data monitoring includes attainment, attendance, behaviour, safeguarding, and participation.

POLICY REVIEW

This policy is reviewed annually by the Governance and Compliance Professional in consultation with the Director of School Improvement annually, and approved by the CEO every 2 years or if any changes arise.

PUBLICATION

This policy and equality information will be published on Trust and academy websites, shared with staff and governors, and made available in accessible formats upon request.

APPENDIX 1 – TRUST EQUALITY OBJECTIVES 2024-2026

1. To advance equality of opportunity for all pupils by improving outcomes for disadvantaged and vulnerable learners.
2. To eliminate discrimination and prejudice-based incidents by strengthening training, reporting, and monitoring.
3. To foster good relations between all members of the school community through curriculum, worship, and engagement.
4. To embed EEDI principles in governance and leadership, including Equality Impact Assessments.
5. To promote a culture of belonging and respect across all settings.

APPENDIX 2 – SCHOOL-LEVEL EQUALITY OBJECTIVES

Each academy must publish at least three school-specific equality objectives aligned to the Trust's overarching priorities and informed by local data. Objectives are reviewed annually and updated at least every four years.

Example framework:

Priority Area	Objective	Actions	Timescale	Lead / Responsible	Evidence of Impact
Attainment and Progress	Narrow the attainment gap between disadvantaged pupils and their peers.	Review targeted interventions and track progress through data analysis.	Annual	Headteacher / SENCo	Progress data, reports

Priority Area	Objective	Actions	Timescale	Lead / Responsible	Evidence of Impact
Inclusion and belonging	Increase representation of under-represented groups in pupil leadership and enrichment activities.	Review clubs, roles, and ambassador programmes for inclusivity.	Termly	PSHE Lead / DSL	Participation logs, pupil feedback
Curriculum Representation	Ensure curriculum materials and displays reflect diversity of community.	Audit curriculum and update resources.	Annual	Subject Leads	Audit outcomes, pupil surveys