

# Equality Information Policy

**Veritas Multi Academy Trust**



**Approved by: Trust Board**

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**This policy sets out our approach to equality for the Veritas Multi Academy Trust. Our Equality Objectives are reviewed at least every 4 years and therefore sit outside of this policy.**

## **1. Aims**

Our trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- o Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- o Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- o 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 is committed to meeting equality and inclusion objectives and is committed to fulfilling objectives under the public sector equality duty by having due regard to the need to:

- o Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- o Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- o Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it
- o Adopt and adapt practices to ensure inclusion for all

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- o [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination
- o [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](#).

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

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

#### **3.1 The Trust Board**

The Trust Board will:

- o Ensure that the equality information as set out in this statement is published and communicated throughout the Trust, including to local governors, staff, pupils and parents
- o 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
- o Delegate responsibility for monitoring the achievement of the objectives on a regular basis to the Headteacher

#### **3.2 The Local Academy Committees (LAC)**

The Local Academy Committee (LAC) governors will, for their schools:

- o Ensure they are familiar with all relevant legislation and the contents of this document
- o Attend appropriate equality and diversity training
- o Report back to the full board of trustees regarding any issues

#### **3.3 The Headteacher**

The Headteacher will, for their school:

- o Promote knowledge and understanding of the equality objectives amongst staff and pupils
- o Monitor success in achieving the objectives and report back to governors
- o Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics.

#### **3.4 All staff across the Trust**

All staff across the trust are required to support and promote the core principles of equality and inclusion 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.

Trustees, Governors and all staff 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.

### **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:

- o 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)

- o Taking steps to meet the particular needs of people who have a particular characteristic
- o 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)

## **5.1 Publishing information about pupils**

In fulfilling this aspect of the duty the Trust will, for every school:

- o Analyse attainment data for each school each academic year showing how pupils with different characteristics are performing
- o Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- o Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)
- o Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our pupils

Relevant information about each school will be published on their individual websites.

This list is based on the guidance of suggested information to publish from the Government Equalities Office.

## **5.2 Publishing information about staff**

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a Trust, we will comply with the PSED to advance the equality of opportunity. We may, from time to time, publish information to demonstrate our commitment to equality and transparency. This may include, but not limited to:

- o The make-up of our workforce, with breakdowns of staff with different protected characteristics
- o Gender pay-gap reporting and other pay equality issues
- o The profile of staff at different stages of employment including recruitment, training, promotion and leavers
- o Recruitment and retention rates for staff with different protected characteristics
- o Applications for flexible working and their outcomes for staff with different protected characteristics
- o Applications for learning and development opportunities and their outcomes for staff with different protected characteristics
- o Grievances and disciplinary issues for staff with different protected characteristics
- o Policies and programmes in place to address equality concerns from staff
- o Information from staff surveys
- o Records weighing the equality outcomes of important decisions including evidence used to make decisions

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

## **6. Fostering good relations**

The Trust and our Schools aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- o Promoting inclusion, 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. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- o Making pupils aware of our behaviour and anti-bullying policies
- o Reviewing the curriculum to ensure that it promotes equality, diversity and inclusion objectives.
- o 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
- o 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
- o Encouraging and implementing initiatives to deal with tensions between different groups of pupils within each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents to promote knowledge and understanding of different cultures
- o Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their 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.

In all of our schools, we will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- o Cuts across any religious holidays
- o Is accessible to pupils with disabilities
- o Has equivalent facilities for all pupils irrespective of their gender

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

## **8. Equality objectives**

A separate document outlines and monitors our Equality, Diversity and Inclusion Objectives. This can be found via our website.

## **9. Monitoring arrangements**

The Trust Board and CEO, in consultation with Headteachers, will update the Equality Objectives we publish at least every 4 years.

The Equality Information Policy will be reviewed annually and approved by The Trust Board every year to ensure compliance with the PSED.

## **9. Links with other policies**

This document links to the following policies:

- o Equality Objectives (updated at least every 4 years)
- o Accessibility plan
- o Staff Absence Policy
- o Health and Safety and Risk Assessment
- o Anti-Bullying Policy
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