



Schools for Every Child

Equality Objectives

We are an education Trust that is committed to running dynamic, ever-improving schools. We work to make sure that every child feels they belong in their school where they feel safe and inspired by learning. For us, learning is an adventure. It is a privilege and a responsibility for all who work with us to ensure that the journey through school is exciting, challenging, caring and enriching, and that every child experiences joy, wonder, calm and success.

Approval Level	CEO
Author	Lee Faris
Approval Date	January 2026
Trust/Template/School level	Trust
Review cycle	Every 4 years

“The purpose of governance is to provide confident, strategic leadership and to create robust accountability, oversight and assurance for educational and financial performance”. (DfE)

Approval History

Committee Approval	Status	Next Review Date
N/A	Review in progress Submitted for Ratification Live Policy	January 2030

Equality at Schools for Every Child

Equality is very important for Schools for Every child. We are committed to ensuring that we are mindful of equality in all that we do, and that we are compliant with legislation in all of our policies and procedures. We know that change will only happen through action and we encourage a culture of professional dialogue and constructive dissent so that we can question, reflect, listen, change and improve for all our people.

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not;
- Foster good relations between people who share a protected characteristic and people who do not share it.

<p>1. To actively seek to increase the diversity of our staff bodies over a 4 year period.</p>	<ul style="list-style-type: none"> ● Work towards gaining the Disability Confident badge (Gov.uk Disability Confident scheme) ● Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by December 2023. ● Ensure recruitment drives and advertisements appeal to - and are appropriate for - all and that equitable protocols are followed when recruiting. ● Include clear support, openness to and guidance for reasonable adjustments in recruitment documentation ● Review all publication materials on school and trust websites to ensure there is representation of diversity in images <ul style="list-style-type: none"> ● Reach out to diverse groups to encourage breadth in governance and volunteers
<p>2. To actively ensure that children with additional needs continue to get bespoke educational provision</p>	<ul style="list-style-type: none"> ● Maintaining resourced internal hubs in each school, providing structured, specialist support while keeping pupils meaningfully connected to their mainstream peers. ● Ensuring that staff working within hubs and across classrooms are appropriately trained and supported to meet a wide range of needs. ● Delivering targeted, bespoke CPD, including SEND-focused CPD snapshots, so that inclusive practice remains a sustained and evolving priority across the Trust. ● Using assessment, review and professional dialogue to continually refine provision, ensuring that support remains responsive to individual pupil needs. ● Working closely with families, external professionals and local services to secure the right support at the right time for every child.