Equality Statement and Objectives

Title	Equality Statement and Objectives
Author/Owner	Trust Board
Status	Final - Approved
Ratified Date	May 2025
Ratified by	Trust Board
Review Cycle	Four yearly
Review Date	May 2029
Security Classification	OFFICIAL

In line with the Public Sector Equality Duty, Discovery Educational Trust (DET) has four clear aims:

- To eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010.
- To mitigate against unconscious bias and to challenge stereotyping and prejudice against protected characteristics.
- To advance equality of opportunity between those who share a protected characteristic and those who do not.
- To foster good relations between those who share a protected characteristic and those who do not.

DET recognises that diverse characteristics of race and ethnicity, disability, sex, religion or belief, sexual orientation, pregnancy and maternity and gender identity and reassignment are to be valued and appreciated.

DET has a zero-tolerance approach to behaviour and attitudes that, in any way, discriminate against a person because of these or any other characteristics that place a person in a vulnerable group.

DET's zero-tolerance for such discrimination applies across the entirety of DET; its Schools and the local communities that they serve; its former, current and prospective pupils and their parents/carers; and its staff, and volunteers, including Members, Trustees and Local Governors.

DET leverages model HR policies issued by Juniper Education, which benefit from an Equality Impact Assessment (EIA), a tool that helps educational settings ensure that policies, practices and decisions are fair, meet the needs of staff and pupils and that they are not inadvertently discriminating against any protected group.

DET's Equality Objectives are reviewed every four years:

- To ensure that all staff and volunteers, including Members, Trustees and Local Governors are fully cognisant of current equality and diversity legislation and understand DET's collective and their individual responsibility to ensure compliance.
- To remove the possibility of any initial unconscious bias, to ensure equality, diversity and inclusion in all aspects of employment, such as recruitment and promotion.
- To analyse and monitor pupil progress and attainment by race, gender and special educational needs or disability and to close gaps between all groups of vulnerable pupils including Pupil Premium, Looked After Children and children with English as an additional language, ensuring that no child achieves less or progresses more slowly because of being part of a vulnerable group.
- To promote a culture that values and respects different religious beliefs and different ethnic groups.
- To promote an awareness of mental health without stigma and to develop effective and appropriate interventions when needed.

- To monitor, actively discourage and sanction the use of homophobic, sexist and racist language by pupils and employees (and volunteers).
- To continuously review, revise and develop a curriculum that represents a diverse culture and society and encourages tolerance and respect.
- To promote parental and pupil engagement in learning and in school life, including regular attendance, to ensure equity and fairness in access and engagement.
- To raise aspirations among pupils and their families to improve awareness of career options for all pupils that challenge gender stereotypes.

DET has an Equality Policy and an Equality, Diversity and Inclusion in Employment Policy.

Each Trust School has an Accessibility Plan.

The Trust has an Access Arrangements Policy and a Special Considerations Policy (as mandated by the Joint Council for Qualifications) where such arrangements or considerations are required by pupils during public examinations.