



Glenmoor & Winton Academies

High Achievement – High Standards

Part of United Learning

Equality, Diversity and Inclusion Policy

1. Policy Statement and Aims

Glenmoor and Winton Academies are committed to promoting equality, diversity and inclusion and to ensuring that every member of the school community is treated with dignity and respect.

We aim to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity for all
- Foster good relations between individuals and groups

We recognise that equality does not always mean treating everyone the same. We seek to respond to individual needs and remove barriers to participation and achievement.

This policy applies to:

- Students and prospective students
- Parents and carers
- Staff, governors and volunteers
- Visitors and external partners

2. Legislative and Regulatory Framework

This policy complies with:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- Relevant DfE guidance

The Equality Act protects individuals from discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We recognise all forms of unlawful discrimination, including:

- Direct and indirect discrimination

- Harassment
- Victimisation
- Failure to make reasonable adjustments

3. Public Sector Equality Duty (PSED)

In line with statutory duties, the academies will:

Have due regard to:

- Eliminating discrimination
- Advancing equality of opportunity
- Fostering good relations

Meet specific duties by:

- Publishing equality information annually on the school website
- Publishing and reviewing equality objectives every four years

4. Equality Objectives (2026–2030)

The academies have identified the following priorities:

1. Achievement
 - a. Reduce attainment gaps between disadvantaged students and their peers
2. Behaviour and Attendance
 - a. Monitor and reduce any disproportionality in suspensions and attendance across groups
3. Curriculum and Culture
 - a. Ensure curriculum content represents diverse identities and experiences
4. Staff Development
 - a. Increase staff confidence in addressing discriminatory language and behaviour

Progress towards these objectives will be reviewed annually.

5. Roles and Responsibilities

Governing Body

- Ensure compliance with equality legislation
- Monitor impact and review policy annually

Principal

- Lead implementation of this policy
- Ensure equality is embedded across all areas
- Report annually to governors

Senior Leadership Team

- Monitor equality data and trends
- Ensure appropriate interventions are in place

Designated Staff (e.g. DSL / HR Lead)

- Record and respond to incidents of discrimination
- Ensure staff receive appropriate training

All Staff

- Promote equality through teaching and conduct
- Challenge discriminatory behaviour
- Act in accordance with this policy

Students

- Treat others with respect
- Report concerns or incidents

6. Teaching, Learning and Curriculum

We will:

- Provide an inclusive, ambitious curriculum for all students
- Ensure appropriate adaptation and support to meet diverse needs
- Promote high expectations for all learners
- Use resources that reflect diverse backgrounds and perspectives
- Challenge stereotypes and discrimination

We ensure inclusion for:

- Students with SEND
- Students with English as an additional language (EAL)
- Disadvantaged students
- Looked-after and previously looked-after children
- Students at risk of disengagement

7. Achievement, Monitoring and Intervention

We will:

- Monitor attainment, progress, attendance and behaviour by key groups
- Identify and address disparities
- Ensure data informs targeted interventions
- Report findings to senior leaders and governors

8. Behaviour and Culture

The academies will:

- Promote a respectful and inclusive environment
- Apply behaviour policies consistently and fairly
- Record and monitor all incidents of discrimination
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All incidents of prejudice or discrimination will:

- Be recorded on the school system
- Be reviewed regularly by senior leaders
- Inform policy and practice improvements

9. Safeguarding and Wellbeing

Equality is integral to safeguarding.

We will:

- Protect students from discrimination, harassment and bullying
- Address all forms of prejudice-based abuse
- Work with external agencies where appropriate

This policy links directly to the Safeguarding Policy.

10. Staff Recruitment and Employment

The academies are committed to:

- Fair and transparent recruitment processes
- Equal access to professional development
- Eliminating discrimination in employment

In line with the Worker Protection Act 2023, we:

- Take proactive steps to prevent sexual harassment
- Provide clear reporting mechanisms for staff
- Act promptly on any concerns

11. Accessibility and Inclusion

We will:

- Make reasonable adjustments for disabled students and staff
- Improve accessibility through planning and provision

This policy should be read alongside the Accessibility Plan.

12. Engagement with Parents and the Community

We will:

- Communicate in accessible ways
- Encourage participation from all groups
- Build strong partnerships with families and the local community

13. Procurement and External Partners

Contractors and external providers:

- Must comply with equality legislation
- Are expected to uphold the values of the academies

14. Monitoring, Evaluation and Review

The academies will:

- Publish equality information annually
- Review equality objectives every four years
- Use data to assess impact and inform planning
- Report progress to governors

15. Links to Other Policies

This policy should be read alongside:

- Safeguarding Policy
- Behaviour Policy
- SEND Policy
- Staff Code of Conduct
- Complaints Policy
- Accessibility Policy

16. Complaints and Concerns

Concerns about discrimination should be:

1. Raised with the Principal
2. Escalated via the Complaints Policy if unresolved

All complaints will be taken seriously and addressed promptly.

Prepared: June 2026

Ratified by Governors: July 2026

Next Review Date: July 2027

