



**Southern  
Education  
Trust**

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## **Equality, Diversity and Inclusion Policy**

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As a trust, our ethos is encompassed in our vision statement

**‘Making Lives Better’**

and we commit to doing this through:



**KINDNESS**



**COLLABORATION**



**CREATIVITY**

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Reviewed by: Trust Board

Adopted: March 2026

Review due: Spring 2029

Review cycle: Three years

# Equality Diversity & Inclusion Policy

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## 1.0 Introduction

1.1 This policy applies to pupils, staff, governors and volunteers across the trust.

1.2 It sets out our vision for equality, diversity and inclusion within Southern Education Trust ("our Trust").

## 2.0 Policy Statement

2.1 We're committed to promoting equality and inclusion, and celebrating diversity in all aspects of our work, preventing discrimination in both employment and education provision. We aim to:

- create an inclusive environment, where everyone can contribute their best work and develop to their full potential.
- celebrate the fact that everyone is different, and make sure that everyone is treated with dignity and respect
- challenge, speak out and act against racism, homophobia, and other forms of inequality and discrimination

2.2 We value and respect individuals' differences including, but not limited to:

- gender
- gender reassignment
- pregnancy and maternity
- race

- age\*
- disability
- sexual orientation
- religion or belief
- marital or civil partnership status

\*protected characteristic for staff, but not for pupils

2.3 We do not tolerate any form of harassment, bullying or discrimination.

2.4 We are committed to creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in, and where there is consideration of how behaviour affects others.

2.5 We recognise the importance of the Equality Act 2010 and Human Rights Act 1998 in promoting equality and eliminating unlawful discrimination. We seek to exceed our legal obligations and provide an inclusive environment which champions the communities we serve.

2.6 We regularly reflect on our practice to ensure it doesn't create barriers to participation.

### **3.0 What our Trust's leaders will do**

3.1 Trust leaders will set equality objectives (published at least every four years), and publish information to demonstrate our compliance with the Public Sector Equality Duty.

3.2 We will take action towards:

- our Trust Board having a diverse membership and, in particular, balanced gender composition.
- increasing the diversity of our central and school-based leadership teams.
- creating a workforce that's representative of our communities.
- our Local Governing Boards reflecting the diverse nature of our communities

3.3 We will regularly review our policies and practices to ensure they support the aims set out in this policy.

### **4.0 What our schools will do**

4.1 Our schools will provide an inclusive and safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of all children to achieve their very best and become successful, well rounded individuals.

4.2 They will be at the heart of our communities, creating a welcoming environment for all, celebrating diversity, and promoting community cohesion.

4.3 Schools will regularly review their policies and processes, to ensure they meet legal obligations and support the trust aims for equality, diversity and inclusion.

4.4 They will work towards a curriculum and teaching and learning practices which are inclusive and anti-discriminatory.

## **5.0 Individual responsibility**

We all have a responsibility to behave in a way that is respectful of others and to understand that our views and opinions may not always be the same.

To help create an inclusive environment, staff should:

- Try to understand other peoples' points of view, and help others to understand their own points of view.
- Challenge or report inappropriate behaviour in a respectful way.
- Be aware of different cultures and customs, and understand the benefits that diversity can bring.
- Respect confidentiality.
- Deal with others in a respectful, ethical and lawful way.
- Take responsibility for their own actions.
- Look for solutions to problems and try to resolve issues constructively.

## **6.0 Raising concerns about equality, diversity and inclusion**

### **6.1 Pupils / Students**

Pupils/students should raise any concerns with a trusted adult in their school.

### **6.2 Staff**

Staff are encouraged to speak to their line manager in the first instance. They can also talk to their headteacher or other senior leader.

### **6.3 Parents / Carers and members of the wider community**

Parents / Carers and members of the wider community should contact the school's Headteacher in the first instance.

## **EQUALITY IMPACT STATEMENT**

The Trust does all it can to ensure that its policies do not discriminate against pupils or others, either directly or indirectly, in line with any Equality Act 2010 protected characteristics.