



Horizons Therapeutic Education Trust

Equality Policy

Policy | Updated for Trust Board approval: 11 May 2026

Trust / setting	Horizons Therapeutic Education Trust (HTET)
Policy owner	CEO / Trust Board / Equality Lead
Version	2.0
Approval route	Trust Board
Next review	May 2027 or sooner if statutory guidance changes
Publication / circulation	Website and all HTET employees, trustees and relevant partners

Summary of May 2026 revisions

Area	Revision made	Board assurance point
PSED and Equality Act	Updated references to Equality Act 2010, PSED, protected characteristics and reasonable adjustments.	Clarifies legal duties.
AP context	Added explicit equality expectations for referral-based AP admissions and post-16 pathways.	Protects against indirect discrimination in referrals and suitability decisions.
Restrictive intervention	Added link to trauma-informed practice and the 2026 restrictive intervention policy.	Ensures equality analysis is considered in behaviour and restraint practice.

Policy statement

HTET is committed to equality, inclusion, dignity and respect. The Trust will not unlawfully discriminate against pupils, prospective pupils, staff, trustees, volunteers, parents, carers or partners. HTET will actively consider equality when making decisions, designing provision, admitting young people through AP referral routes, supporting staff and reviewing outcomes.

Protected characteristics

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

In relation to pupils, the protected characteristics of age and marriage/civil partnership apply differently under the Equality Act, but HTET will apply the same principles of dignity, fairness and inclusion across all young people.

Public Sector Equality Duty

When exercising its functions, HTET will have due regard to the need to eliminate discrimination, harassment, victimisation and other prohibited conduct; advance equality of opportunity; and foster good relations between people who share a protected characteristic and those who do not.

Admissions and referral

HTET is an Alternative Provision Free School / AP Academy and accepts referrals through commissioner routes. Referral, suitability and transition decisions must be transparent, evidence-based and free from unlawful discrimination. Decisions must take account of disability, SEND, mental health, care experience, race, sex, religion or belief, sexual orientation, gender reassignment and other relevant characteristics where this is needed to make a fair and safe decision.

Reasonable adjustments must be considered at referral and during placement. HTET may request additional funding, staffing, equipment, transport, clinical input or environmental adaptation where this is necessary to meet need safely and lawfully.

Curriculum, culture and personal development

- The curriculum will promote respect, inclusion, British values, healthy relationships and preparation for adulthood.
- Young people will be supported to understand diversity and to challenge prejudice, bullying, discriminatory language and harmful stereotypes.
- Personalised learning and therapeutic support will recognise trauma, neurodiversity, communication needs, mental health, care experience and SEND.
- The Trust will consider equality implications when developing post-16 pathways, work experience, enrichment and transition planning.

Behaviour, safeguarding and restrictive intervention

Equality considerations must be built into safeguarding, behaviour support, risk assessment and restrictive intervention practice. Staff must consider whether disability, sensory need, trauma, communication need, race, sex or other protected characteristics affect behaviour, presentation, risk or adult responses.

Restrictive intervention data will be reviewed for patterns by pupil, need, site, staff team and protected characteristic where possible and proportionate. The purpose is to reduce harm, identify disproportionate impact and improve practice.

Staff and trustees

HTET will apply fair recruitment, selection, promotion, professional development and performance-management processes. The Trust will maintain safer recruitment standards while ensuring that equality and reasonable-adjustment duties are met.

Complaints and concerns

Concerns about discrimination, harassment, victimisation or failure to make reasonable adjustments should be raised through the relevant HTET complaints, grievance, safeguarding or whistleblowing route. Safeguarding concerns must always be referred immediately to the DSL or appropriate external agency.

Monitoring

The Trust Board will receive appropriate assurance on equality through the PSED statement, safeguarding reports, attendance data, exclusions/suspensions where applicable, restrictive intervention data, admissions/referral trends, complaints and staff information.

Key statutory and regulatory framework

- Academy Trust Handbook 2025, effective from 1 September 2025.
- Keeping Children Safe in Education 2025 (KCSIE 2025), statutory guidance for schools and colleges.
- SEND Code of Practice: 0 to 25 years.
- Equality Act 2010, including the Public Sector Equality Duty and reasonable-adjustment duties.
- DfE Restrictive Interventions, including the Use of Reasonable Force in Schools, effective from 1 April 2026.
- DfE Equality Act 2010 advice for schools.

Where statutory guidance changes, the CEO, DSL, CFO and/or relevant policy owner will review the affected policy and bring amendments to the Trust Board or appropriate committee at the earliest practical point.

Approval and review

Approved by	Trust Board
Date approved	11 May 2026
Next review date	May 2027 or sooner if statutory guidance changes
Policy owner responsible for review	CEO / Senior Leadership Team