



Grove Learning Trust

Equality, Diversity & Inclusion policy

Date Ratified
Spring 2026 (Board of Trustees)

Version
V3

1. Purpose of Policy and Guiding Principles

The purpose of this policy is to define the Trust's commitment to equality, diversity and inclusion and represents our commitment to a common set of values and objectives.

We aim to meet our obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the [The Equality Act 2010](#)
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Grove Learning Trust is committed to equality in both our employment and education provision. We aim to ensure that all stakeholders are treated fairly, and with dignity and respect. Grove Learning Trust is committed to creating an environment where individual differences and contributions are recognised and valued.

This policy encompasses the following protected characteristics, as per the [The Equality Act 2010](#)

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

Eliminating discrimination

The trust is aware of its obligations under the [The Equality Act 2010](#) and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Advancing equality of opportunity

As set out in the [DfE PSED guidance](#) on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

The Trust recognises that it is also unlawful to discriminate by association or perception. For example, treating a pupil unfairly based on the Protected Characteristics of their parents or other family members.

This statement recognises the four types of unlawful behaviour

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

Grove Learning Trust will endeavour to ensure individuals are treated fairly and decisions are based on objective criteria.

2. Equality, Diversity and Inclusion Statement and Objectives

Grove Learning Trust will ensure that equal opportunities and the principles of fairness underpin all aspects of our practice and are committed to equality in its delivery of education, whether or not a service is directly provided by us or via a third-party contractor.

We will make every effort in creating equality of opportunity to ensure services are accessible and fair to everyone. Every individual has the right to be treated fairly, regardless of a particular characteristic they may have. The Trust will adhere to statutory Government legislation and give consideration to other relevant guidance, which aim to make sure that everyone is treated with equity.

The Trust will not tolerate any form of discriminatory behaviour against members of the trust or school community.

Links With Other Policies or Legislation

This statement is underpinned by the [The Equality Act 2010](#)

This statement applies to every policy, procedure and guidance document that is produced in relation to students, employees, parents and other stakeholders such as governors / trustees.

Other documents / policies which link to this statement include:

- SEND Policy
- Admissions Policy
- Employment/HR Policies
- Accessibility Plans

Other legislative links to reference include:

- Children & Families Act 2014
- SEND Code of Practice (2015)
- SEND Regulations 2014
- Education & Inspections Act 2006 (community cohesion duty)

Objectives:

Objective 1

We will provide high quality education and ensure our services are easily accessible and will improve what we do by continuing to consult with stakeholders (for example, through pupil and staff surveys, liaison with and inclusion of local communities in school activities).

Objective 2

Our staff, trustees and governors who collectively deliver our education provision will recognise diversity and demonstrate a proactive approach in their practice. They will ensure that everyone is treated fairly, recognising special needs and understanding differences.

Objective 3

We will uphold high standards of conduct / behaviour (staff and pupils) and the environment we provide will be safe and accessible for all. Where necessary, reasonable adjustments will be made, or additional support provided to ensure everyone has equality of access to an education and suitable working environment.

3. Employment

Grove Learning Trust aims for its workforce to be truly representative of all sections of society and for each member of staff to feel valued and empowered to reach their full potential.

We are committed to ensuring that all members of staff (regardless of job role, contract type or hours) have equal access to roles, training, and professional development opportunities.

Our HR / employment policies will refer to the provisions of the Equality Act 2010.

We recognise that the Equality Act extends beyond the protected characteristics of an individual and has broader responsibilities to employees and situations that maybe covered by the Act. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Equality Act which the trust would need to consider.

Age is a protected characteristic in relation to employment but does not apply to pupils in the schools.

Members of staff who are found to be in breach of this statement will be investigated under the GLT disciplinary policy.

4. Pupils

Grove Learning Trust will ensure that pupils are provided with appropriate support to recognise their individual needs. This includes protection under the Equality Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.

Policies relating to the provision of education, curriculum, behaviour, attendance, exclusion, medical treatment and child protection/safeguarding should consider the provisions and duties of the Equality Act.

5. Contractors and Service Providers

Grove Learning Trust expects that all contracted service providers will comply with Equalities legislation.

Where services are deemed not to meet Trust or school standards, in relation to equal opportunities and fairness, contracts may be terminated.

6. Equality considerations in decision-making

Grove Learning Trust ensures it has due regard to equality considerations whenever significant decisions are made.

In all of our schools, we will consider the impact of significant decisions on particular groups.

For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all pupils irrespective of their gender

7. Roles and responsibilities

The board of trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the trust, including to academy committees, staff, pupils and parents
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years

All members of staff across the trust will:

- Be expected to have regard to this document and to work to achieve the objectives as set out in section 2.

8. Complaints

Grove Learning Trust will treat all complaints of bullying, harassment, victimisation and unlawful (or potentially unlawful) discrimination seriously.

Any complaint will be considered in accordance with the GLT grievance or complaints policy, whichever is appropriate.

9. Review

10. We are required to publish equality information annually and review our equality objectives at least every four years. To comply with this duty, Grove Learning Trust review the policy (equality information) and objectives annually in this one document.