

		Date	Review Date
Written by	Debbie Goode	01/09/2025	01/09/2026
Reviewed by	Ryan Goodwin	01/09/2025	01/09/2026

Legal Status

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives
- Keeping Children Safe in Education (KCSIE 2024), which requires schools to consider additional safeguarding risks for pupils with protected characteristics
- Online Safety Act 2023, which requires schools to address online harassment, discrimination and extremist content as part of safeguarding and equality work
- Ofsted Education Inspection Framework (2023 update), which places increased emphasis on equality of access, inclusion and diversity across the curriculum

Policy Applies to:

- All staff (teaching and non-teaching) and volunteers working within the school

Related Documents

This policy links to the following:

- Accessibility Plan
- Risk Assessment Policy
- **Safeguarding and Child Protection Policy (including KCSIE 2024 updates)**
- **Online Safety and Digital Resilience Policy**

Policy Availability

This Policy is made available to staff, parents and pupils via the school website or on request. A paper copy may be obtained from the School Office.

This policy is subject to continuous monitoring, refinement, and audit by the Proprietors, who are both the Headteacher and Head of Centre.

Statement of Commitment

TILT Education is committed to encouraging equality, diversity and inclusion, and eliminating unlawful discrimination.

Our aims are to:

- Ensure the school is representative of all sections of society and pupils
- Foster a culture where everyone feels respected and able to give their best
- Meet obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:
 - Eliminate discrimination and other conduct prohibited by the Equality Act 2010
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations across all characteristics

Protected characteristics include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Roles and Responsibilities

The Headteacher and Head of Centre will:

- Ensure equality information and objectives are published and communicated to staff, pupils and parents
- Ensure published equality information is updated at least every year
- Remain familiar with all relevant legislation and this policy
- Attend appropriate equality and diversity training
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Identify staff training needs and deliver training as necessary

All staff are expected to:

- Have regard to this document
 - Actively work to achieve the objectives set out in this policy
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Eliminating Discrimination

TILT Education is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

- Staff responsibilities under the Act are reinforced in meetings and recorded in minutes
 - Staff receive regular equality and diversity training
 - **Reasonable adjustments are made for pupils and staff with disabilities in line with the Equality Act 2010**
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Advancing Equality of Opportunity

The school aims to:

- Remove or minimise disadvantages suffered by people connected to a particular protected characteristic
 - Take steps to meet particular needs of people who have a protected characteristic
 - Encourage participation in school activities from people with protected characteristics
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Fostering Good Relations

We foster good relations by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures across the curriculum
 - Holding assemblies and enrichment activities on relevant issues
 - Working with the local community and promoting community participation
 - Implementing initiatives to deal with tensions between different groups of pupils
 - **Embedding digital resilience education to reduce online hate, harassment and extremism (Online Safety Act 2023)**
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Equality Considerations in Decision-Making

Equality considerations are taken into account whenever significant decisions are made. For example, when planning trips or activities we consider:

- Religious holidays
 - Accessibility for pupils with disabilities
 - Equal facilities for boys and girls
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Our Commitment in Practice

TILT Education commits to:

- Creating a culture of dignity and respect, free of bullying, harassment, victimisation and unlawful discrimination
 - Providing staff training on equality, diversity and inclusion responsibilities
 - Ensuring complaints of bullying, harassment or unlawful discrimination are taken seriously and addressed under grievance/disciplinary procedures
 - Supporting staff development, training and progression opportunities fairly
 - Reviewing employment practices to ensure fairness and compliance with law
 - Monitoring workforce diversity (age, sex, ethnicity, sexual orientation, religion or belief, disability) and using findings to improve practice
 - Reviewing this policy annually and updating it in line with legal changes
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Equality Objectives

Our objectives are reviewed every 4 years and monitored annually.

- **Enrichment:** Ensure all pupils, including those with SEND, participate in enrichment activities across the curriculum at the same level as others
- **Attendance:** Reduce the attendance gap between SEND and non-SEND pupils locally and nationally
- **Attainment:** Narrow the attainment gap between SEND and non-SEND pupils nationally
- **Curriculum:** Ensure all subjects reflect diversity and inclusion, reviewed annually as part of curriculum audits