

Policy Document

Equality, Diversity & Inclusion (EDI)

Policy Tier	1
Policy Owner	HR Manager
Ratifying Body	Board of Trustees
Approval Date	January 2026
Next Review Date	January 2028
Version Number	1

Applicability:

This policy applies to staff in accordance with its designated policy tier.

- Tier 1: Applies to all schools and centrally based staff and must be adopted in full without modification.
 - Tier 2: Applies trust-wide but allows limited contextualisation to reflect individual school circumstances.
 - Tier 3: Applies at school level and is approved and implemented through local governance arrangements
-



1.0 Purpose and Commitment

At Leigh Trust, we are a family of primary schools committed to ensuring that every child and adult is welcomed, valued and supported to achieve their very best. Equality, diversity and inclusion sit at the heart of our moral purpose and reflect who we are as a Trust.

Guided by our values – **Creativity, Aspiration, Respect, Excellence and Supportive (CARES)** – we believe that strong relationships, high expectations and inclusive practice enable everyone to flourish. We are proud to serve diverse communities across Birmingham and the West Midlands and see this diversity as a strength that enriches learning, culture and community life.

This policy sets out how Leigh Trust meets its statutory responsibilities while living out our values through:

- High-quality, inclusive education for all pupils
- Fair, respectful and supportive working environments
- Ethical leadership, governance and decision-making
- Positive partnerships with families and communities

Equality, diversity and inclusion are not stand-alone priorities; they underpin everything we do.

2.0 Legal Framework

This policy is informed by, and complies with, the following legislation and statutory guidance:

- Equality Act 2010
- Public Sector Equality Duty (PSED)
- Human Rights Act 1998
- Education Acts and associated regulations
- SEND Code of Practice

Under the Equality Act 2010, Leigh Trust has a duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between different groups

3.0 Protected Characteristics

The Equality Act 2010 protects individuals from discrimination based on the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (in employment)

- Pregnancy and maternity
- Race (including ethnicity, nationality and colour)
- Religion or belief
- Sex
- Sexual orientation

4.0 Scope of the Policy

This policy applies to:

- All pupils within Leigh Trust schools
- All staff, including leaders, teachers, support staff and central team members
- Trustees, Members and Local Governing Bodies
- Parents, carers, volunteers, contractors and visitors

It applies to all aspects of Trust and school life, including:

- Admissions and exclusions
- Teaching, learning and curriculum
- Behaviour, attendance and safeguarding
- Employment, recruitment, promotion and professional development
- Governance and decision-making
- Partnerships and community engagement

5.0 Our Inclusive Approach

Leigh Trust is committed to ensuring that equality, diversity and inclusion are embedded consistently across all schools and services.

Inclusive Practice in Daily School Life

We recognise that equality is realised through day-to-day decisions and actions. In practice, this means that Leigh Trust schools will:

- Ensure admissions arrangements are fair, transparent and comply fully with the School Admissions Code
- Apply behaviour and exclusion procedures fairly, taking account of individual circumstances and Equality Act duties
- Ensure school uniform expectations are reasonable, inclusive and sensitive to cultural, religious and medical needs
- Make appropriate provision for religious observance where reasonably practicable
- Review curriculum materials and resources to avoid bias, promote representation and reflect diversity

Reasonable Adjustments and Accessibility

Leigh Trust recognises its duty to make reasonable adjustments for pupils, staff and visitors with disabilities. This includes:

- Removing or reducing barriers that place disabled individuals at a substantial disadvantage
- Providing auxiliary aids and services where required
- Making reasonable physical and organisational adjustments

Each Leigh Trust school maintains an **Accessibility Plan**, which outlines how access to education, the curriculum and the physical environment is improved over time. Accessibility planning is reviewed regularly and aligned with Trust expectations, including compliance with the Equality Act 2010, alignment with the Trust's SEND and inclusion priorities, and appropriate governance oversight.

Preventing and Addressing Discrimination and Prejudice

Leigh Trust does not tolerate discrimination, harassment or victimisation in any form.

We will:

- Promote respectful behaviour and positive relationships across all schools
- Challenge and address discriminatory language or behaviour promptly
- Ensure incidents are dealt with consistently and proportionately
- Support those affected and take appropriate action
- Ensure staff are supported through regular training and guidance to recognise, prevent and respond to discriminatory behaviour

Prejudice-related incidents are recorded, monitored and reviewed to identify patterns, inform staff training and strengthen inclusive practice.

6.0 Employment and Work Force Equality

Leigh Trust is committed to being an employer of choice, where staff feel respected, supported and able to grow professionally. We recognise that a diverse and inclusive workforce strengthens leadership, improves outcomes and models our values to pupils.

We will:

- Recruit, retain and develop staff through fair, transparent and inclusive processes
- Ensure equality of opportunity in pay, progression and access to professional development
- Support wellbeing, work–life balance and flexible working where operationally possible
- Make reasonable adjustments for staff with disabilities, health needs or caring responsibilities
- Take prompt and appropriate action to address bullying, harassment or discrimination

All staff are expected to:

- Act with professionalism, integrity and respect
- Uphold this policy and the Trust's values in all interactions
- Challenge discrimination and report concerns in line with Trust procedures

7.0 Roles and Responsibilities

Trust Board

The Trust Board will:

- Ensure compliance with equality legislation
- Approve and review this policy
- Hold the executive team to account for its implementation

Chief Executive Officer

The CEO will:

- Provide strategic leadership on equality, diversity and inclusion
- Ensure Trust-wide systems, policies and practices support EDI
- Report to Trustees on compliance and impact

Executive and Senior Leaders

Leaders will:

- Embed inclusive practice across schools and services
- Monitor data and take action to address inequality
- Support staff through training and guidance

All Staff

All staff have a responsibility to:

- Act in accordance with this policy
- Promote inclusive and respectful environments
- Report incidents of discrimination or harassment

8.0 Addressing Discrimination & Complaints

Any concerns or complaints relating to equality, discrimination or harassment will be taken seriously and addressed promptly.

- Pupil-related concerns should be raised through school behaviour or safeguarding procedures
- Staff concerns should be raised through Trust HR and grievance procedures
- Complaints from parents or others will be managed in line with the Trust Complaints Policy

9.0 Monitoring, Data & Impact

In line with DfE expectations and the Public Sector Equality Duty, Leigh Trust will:

- Collect and analyse relevant pupil and workforce data
- Monitor outcomes, attendance, exclusions, behaviour and participation
- Identify trends, strengths and areas for improvement
- Use evidence to inform strategic planning, school improvement and resource allocation
- Publish equality objectives and review progress against them

The Trust's equality objectives are deliberately aligned with the Leigh Trust Strategic Plan and support key priorities including inclusive practice, improved attendance and outcomes, workforce wellbeing and ethical leadership. Progress against these objectives is monitored through Trust improvement processes and governance oversight.

This ensures that equality, diversity and inclusion are actively monitored and embedded, rather than treated as a compliance exercise.

10.0 Policy Review

This policy will be reviewed every three years, or sooner if there are changes in legislation or Trust structure.

This policy should be read alongside related Trust policies, including Behaviour, SEND, Safeguarding, Recruitment, Complaints and Health & Safety.

Appendix A: Leigh Trust Equality Objectives (2025–2028)

In line with the Equality Act 2010 and the Public Sector Equality Duty, Leigh Trust has identified the following Trust-wide equality objectives. These objectives are realistic, measurable and aligned to our strategic priorities as a primary Multi Academy Trust.

Objective 1: Reduce disparities in pupil outcomes and participation

Aim: To reduce identified gaps in attainment, progress, attendance and participation for vulnerable and disadvantaged groups.

We will:

- Monitor attainment, progress, attendance, exclusions and behaviour data by protected characteristic and vulnerability (including SEND, EAL and disadvantage)
- Use this analysis to inform Trust and school improvement planning
- Share effective inclusive practice across schools

Success will be measured by:

- Improved outcomes and attendance for identified groups over time
- Reduced disparity between groups where gaps are identified

Objective 2: Strengthen inclusive practice and belonging across schools

Aim: To ensure that all pupils and families experience Leigh Trust schools as welcoming, inclusive and respectful environments.

We will:

- Support schools to embed inclusive curriculum and behaviour approaches
- Promote positive relationships, pupil voice and respect for difference
- Challenge discriminatory language or behaviour consistently and effectively

Success will be measured by:

- Pupil, parent and staff feedback
- Reduced incidents of prejudice-related behaviour
- Positive inspection and external review feedback

Objective 3: Promote workforce equality, wellbeing and development

Aim: To ensure equality of opportunity, fairness and inclusion across the Trust workforce.

We will:

- Monitor workforce data relating to recruitment, retention, pay and progression
- Provide access to professional development for all staff
- Support wellbeing, flexible working and reasonable adjustments where appropriate

Success will be measured by:

- Improved staff retention and engagement
- Fair access to development and progression opportunities
- Positive staff feedback through surveys and appraisal processes

Objective 4: Embed equality within leadership, governance and decision-making

Aim: To ensure equality considerations inform Trust-wide strategy, governance and operational decisions.

We will:

- Ensure trustees and leaders understand their equality responsibilities
- Consider equality impact when developing or reviewing Trust policies and initiatives
- Report regularly to trustees on equality data, risks and progress

Success will be measured by:

- Clear evidence of equality considerations in decision-making
- Trustee oversight and challenge
- Regular review and publication of equality objectives