



Equalities Annual Statement



Trinity MAT

Policy	Equalities Annual Statement
Date of review	September 2025
Date of next review	September 2026
Lead professional	Chief Operating Officer
Status	Statutory

Introduction and background

The trust's Equalities Policy sets out how the organisation will comply with the legal duty set out in the Equalities Act 2010, including what policies, actions, and monitoring will be undertaken to evidence compliance.

This annual statement provides an update on our progress as a trust, including the provision of academy-level information.

The trust's Equalities Policy covers the following core areas of the trust:

Employment:

- The trust is committed to ensuring employees have equal access to recruitment and career opportunities, training, and professional development.
- The trust recognises that the Act extends beyond the protected characteristics of an individual employee and has broader responsibilities to employees and situations that the Act may cover. For example, an employee with parental or caring responsibilities for a disabled dependent may have rights under the Act, which the trust, as their employer, would need to consider.
- All recruitment will be within the provisions of the Equalities Act 2010, and applications will be monitored to report on recruitment activity, which is in line with the Act.
- We will make every effort to create equality of opportunity for employees, ensuring these are accessible and fair to all. Where necessary, we will implement reasonable adjustments or additional support to ensure equality of access to the working environment and the opportunity to undertake the job role successfully.
- HR policies and procedures will be reviewed regularly to improve, adapt or amend current practices to promote equality of opportunities. All HR and employment policies will be applied consistently and fairly and refer to the provisions of the Equalities Act 2010.

- In addition, employees have access to a range of policies which aim to support and encourage flexibility and diversity in our workplaces.
- Employees who breach this policy will be handled under the staff Disciplinary Policy.

Student provisions:

- The academy will ensure that students receive appropriate support to recognise their needs. This includes protection under the Act extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled students.
- Protection under the Equality Act 2010 is extended to students who are pregnant, have recently given birth or are undergoing gender reassignment.
- All policies relating to the provision of education, the curriculum, behaviour for learning, attendance, exclusion, medical treatment and child protection and safeguarding policies should consider the provisions and duties of the Equalities Act 2010.

Contractors and service providers

- Across the trust, we will ensure that all service providers who are contracted to provide services to students, staff, or visitors comply with Equalities legislation.
- Contracts may be terminated when services are deemed not to meet these standards about equal opportunities and fairness.
- Provision will be made within Service Level Agreements between the trust, an individual academy, and service providers or contractors, ensuring that services regarding fairness and equality are made available.

Equality Objectives

The following equality objectives have been reviewed and run for three years. The objectives are:

Concerning Achievement:

- We are committed to improving the attainment of vulnerable groups of students, including students with Special Educational Needs, students with disabilities and those entitled to Free School Meals so that the gap between their attainment and that of other students is narrowed.
- We will aim to raise aspirations among children, young people, their parents, and communities and raise awareness of career and higher education opportunities to challenge stereotypes.

Concerning Teaching and Learning:

- We will ensure that our curriculum (including our programme of enrichment and extracurricular activities) is actively broad and balanced, provides opportunities for all

students, and promotes understanding between different groups of people, cultures and societies.

- Our curriculum will include an element of PSHE education that tackles stereotypes and challenges students' perceptions.

Concerning Behaviour and Safety:

- We will maintain a rigorous anti-bullying stance so that all students and staff, including those with protected characteristics, are protected from harassment and discrimination of all kinds.
- We will ensure the promotion of our Christian values and British values through our curriculum. This will support and develop our students into responsible citizens of the future.
- Our Behaviour for Learning Policies will outline how we will deal with students who use discriminatory, homophobic, or otherwise offensive language.

Concerning Leadership and Management:

- We will demonstrate our commitment to equality and diversity by consistently applying our policies and procedures.
- We will ensure that our systems for recruiting, retaining and managing staff (and potential applicants) support all those in groups protected by the Equalities Act 2010.
- We undertake equality assessments of all new and existing policies and procedures.

Progress to date

In terms of progress, the trust has delivered, concerning Employment, the following:

- Policies that are impact assessed against the Equalities Act 2010 in conjunction with trade unions.
- Reporting statutory information to His Majesty's Government, such as the gender pay gap, annually.
- Annual reporting of equalities information by trust and academy to the Trust Board and Local Governing Boards.
- Monitoring of protected characteristics, complaints, and grievances.
- Staff training should be delivered about safer recruitment and fair management of staff.
- Provision of staff wellbeing services open to all staff.
- Central Staff Record is up to date and proactively audited to ensure compliance, including recording equalities information.
- All recruitment is carried out fairly and equitably to ensure all candidates have an equal opportunity.
- Annual staff survey and interim (six months later) pulse survey. The survey covers areas of the equalities agenda, responses from staff are anonymous, and trust/academy leaders do follow-up sessions based on the results and action plans to address areas of

concern. Note that the survey provides national benchmarking information, and the trust is consistently well above these benchmark figures, with an average score of 4+ (based on a scale of 1 to 5, where 1 is a low score and 5 is the highest score).

In terms of progress, the trust has delivered, concerning Students, the following:

- Each academy has a positive programme concerning students having equal access to learning based upon a balanced curriculum assured by regular review from peers and the trust's Director of Quality and Standards. These programmes are designed to remove barriers of inequality and provide opportunities for each student to reach their highest potential.
- Local Governing Boards and the trust Board receive regular updates on progress throughout the academic year.
- All policies are subject to a review cycle and are updated with statutory changes, equality impacts, and trust developments. Where appropriate, these policies are subject to wider consultations and where appropriate an Equalities Impact Assessment is carried out. All policies are subject to review by the Board of Directors.
- Attainment and achievement data are reported to Local Governing Boards each term, including equality gaps and actions to reduce or remove them. The results for this academic year, thus far, have been excellent across the board.
- Each academy completes annual student and parent/carer surveys to get consistent feedback and assessment of academies benchmarked against national standards. Individual academies undertake specific surveys on topics. All the feedback is reviewed and acted upon where appropriate, and participation is actively sought from all students and parents.
- Complaints processes are also monitored for equality compliance. In addition, the DfE, Ofsted, and ESFA monitor the trust's published policies and, from time to time, seek evidence of compliance, which the trust and academies have successfully provided.

In terms of progress, the trust has delivered, concerning Contractors and Service Providers, the following:

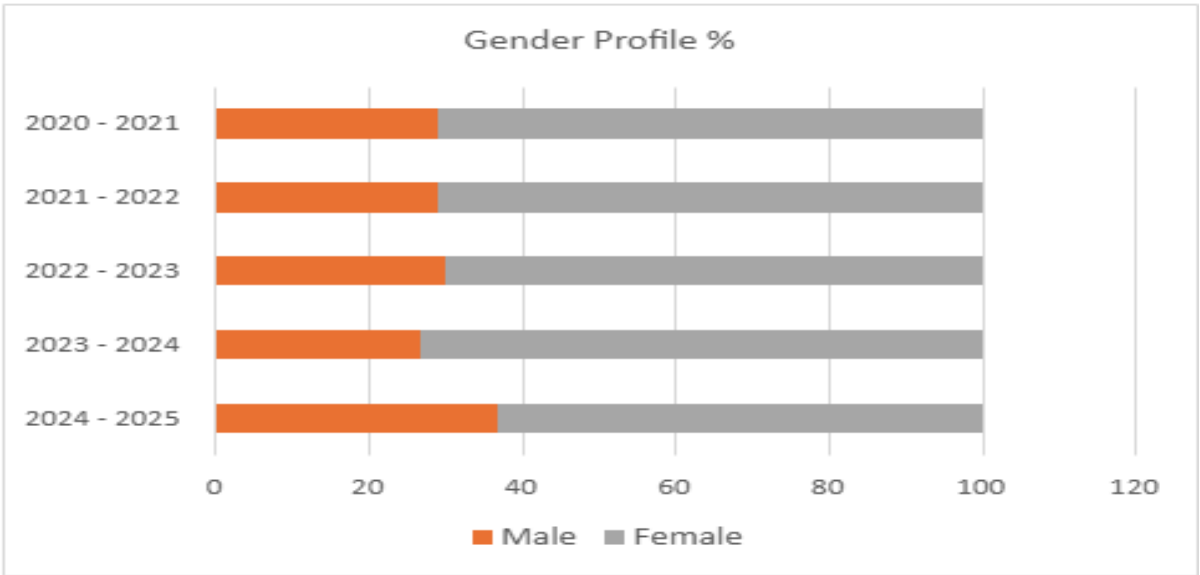
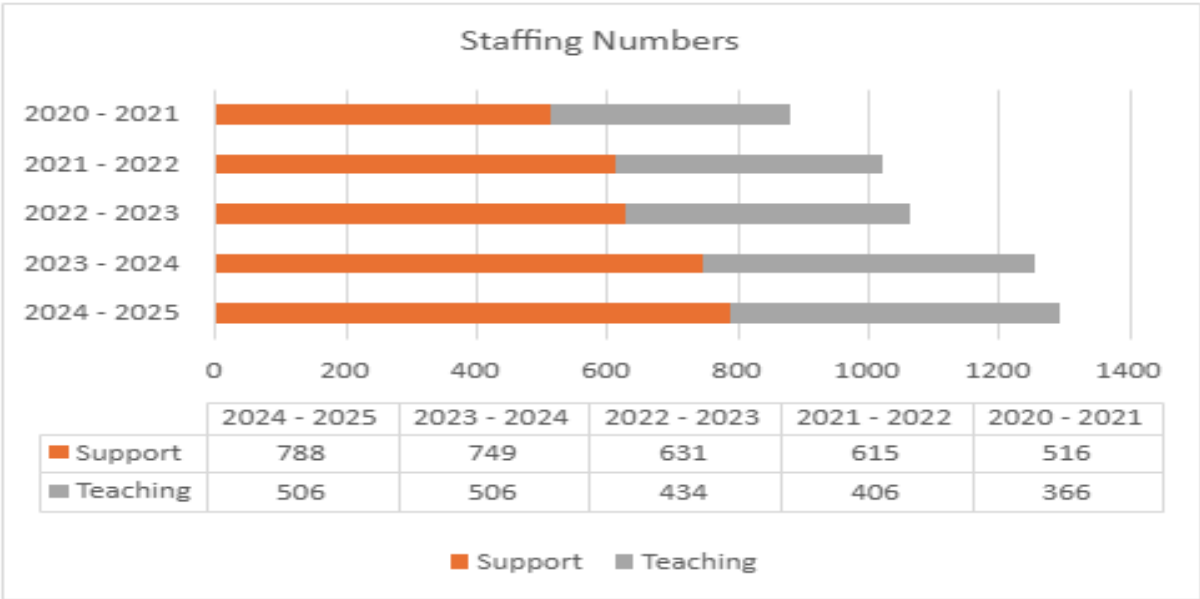
- All contracts are equally assessed and include terms and conditions of the agreement for compliance with the Equalities Act 2010 and where applicable a Equalities Impact Assessment is carried out.
- The trust has an annual statement of modern slavery, and all tendered contracts have a statement of compliance regarding this commitment.
- Contractors know their responsibilities before coming to the site, including equality matters.
- Complaints about contractors are reported, and appropriate action is taken with their employers or, if a sole trader, the individual. These complaints are monitored.

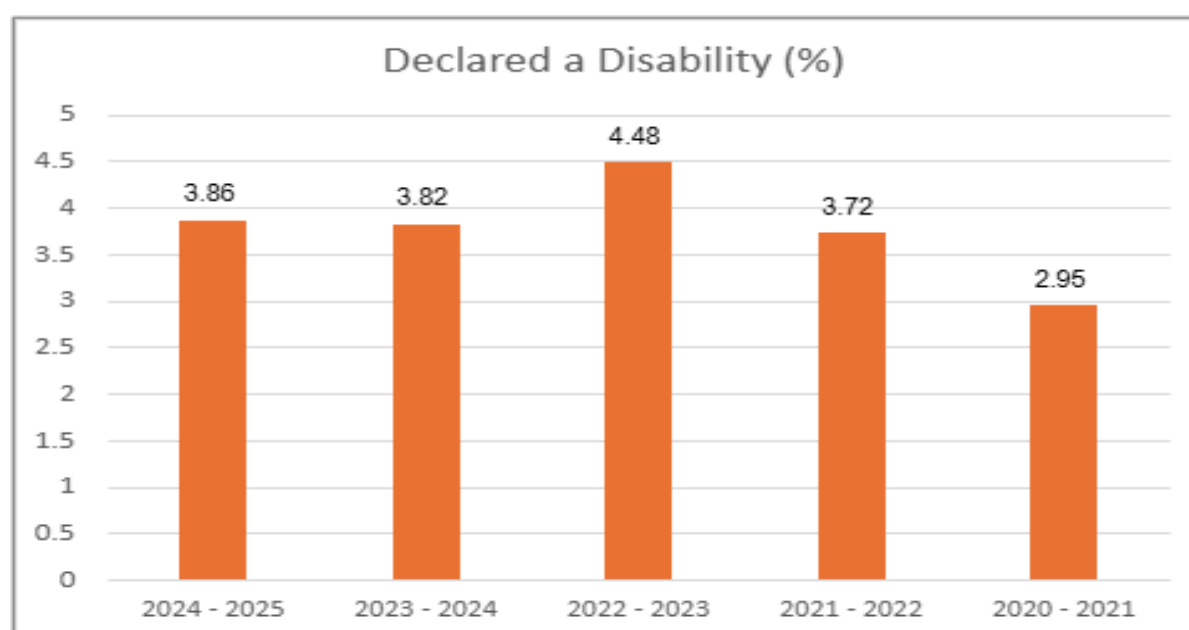
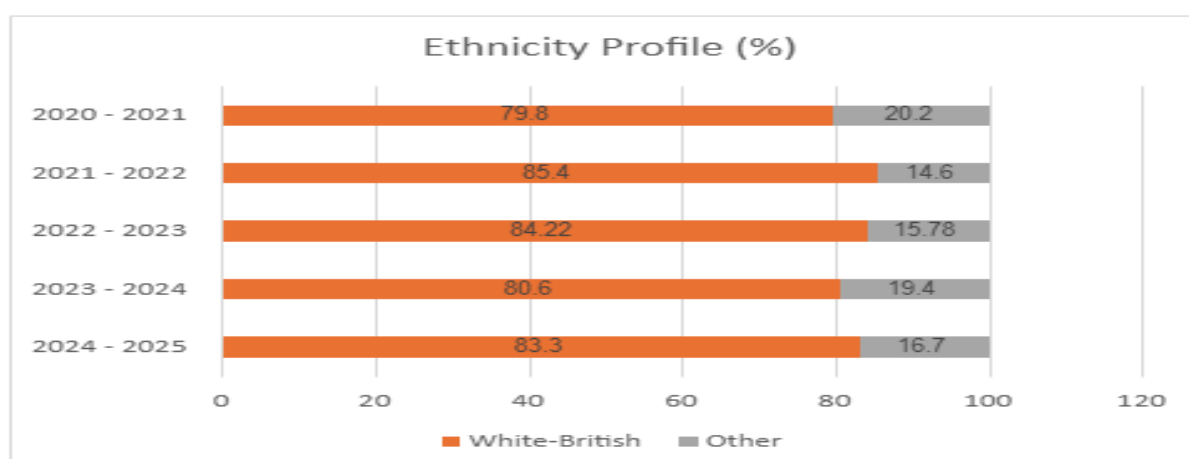
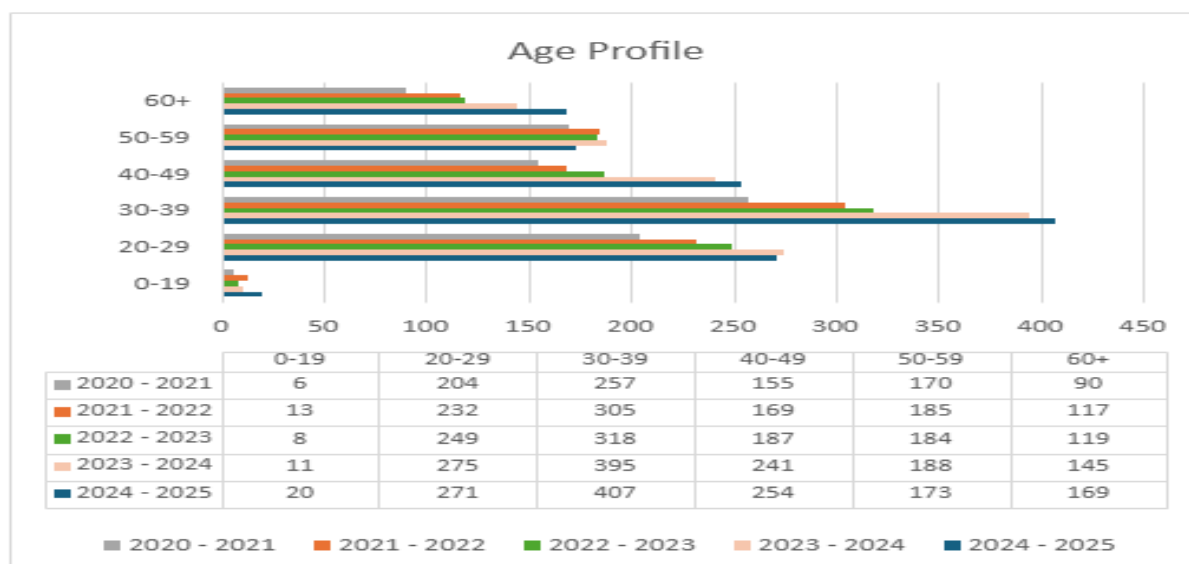
Information for monitoring

The trust has identified and collected relevant information to monitor compliance with the Equalities Act 2010 and against the policy objectives. Below are the academies' annual returns concerning the current position.

Staffing:

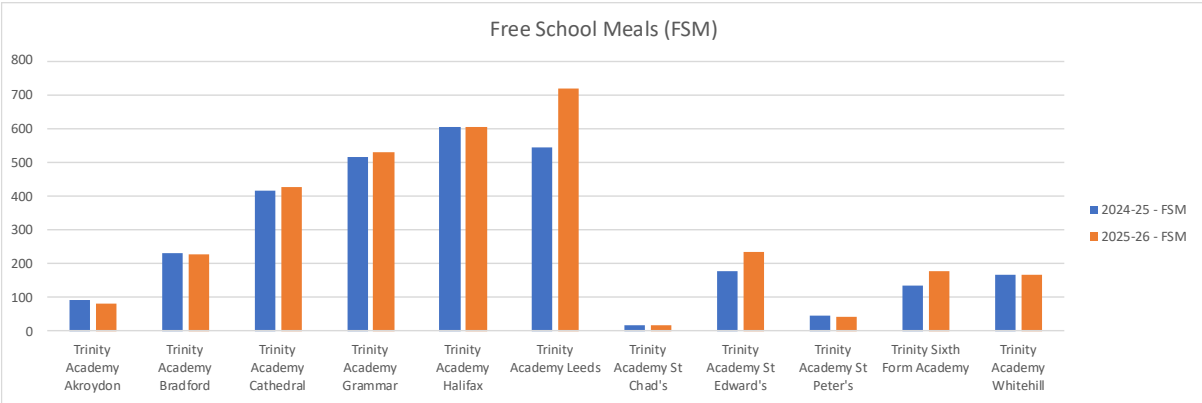
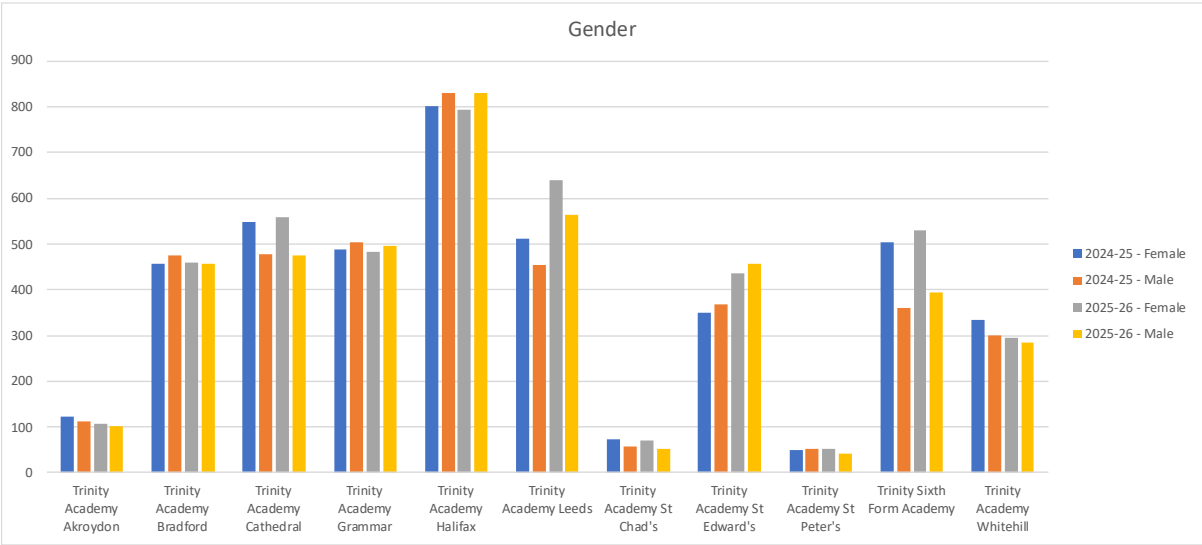
This is reported at a trust level compared to the last few years, which shows the shifts.

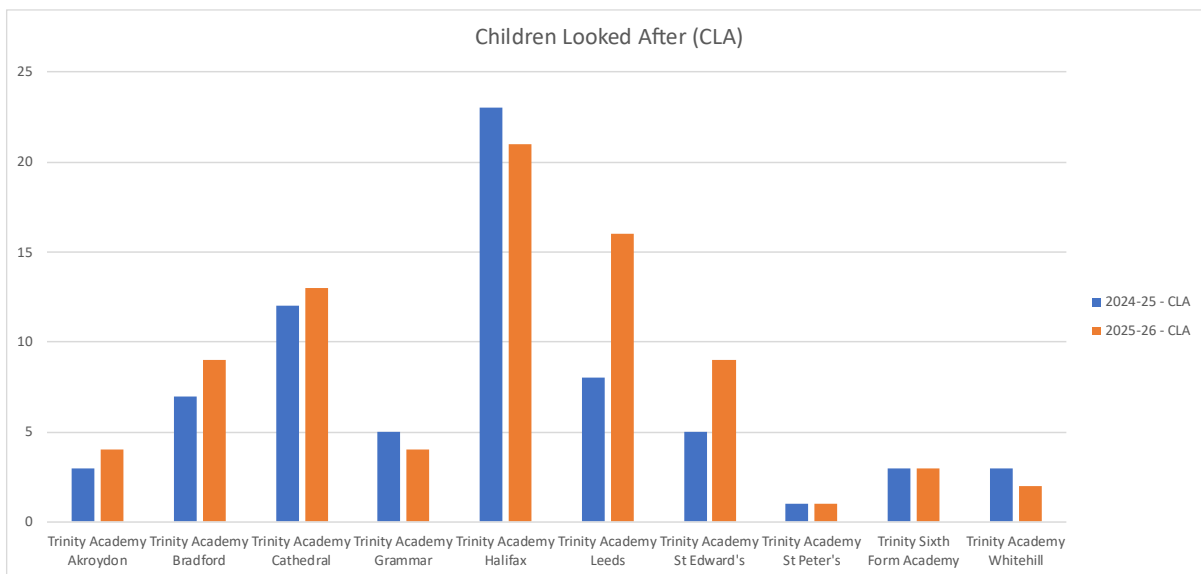
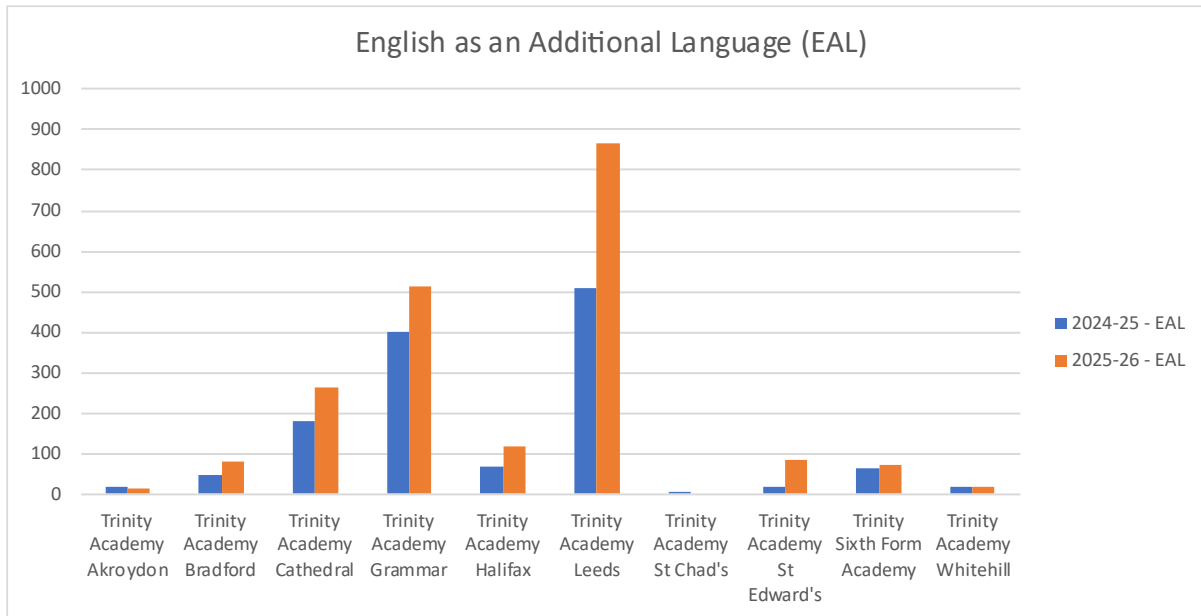




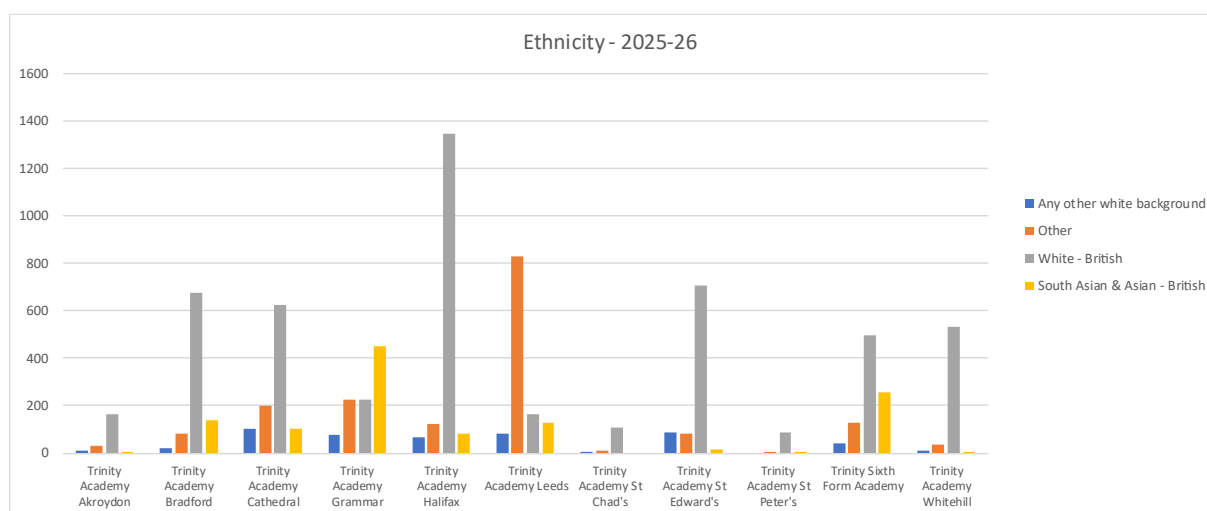
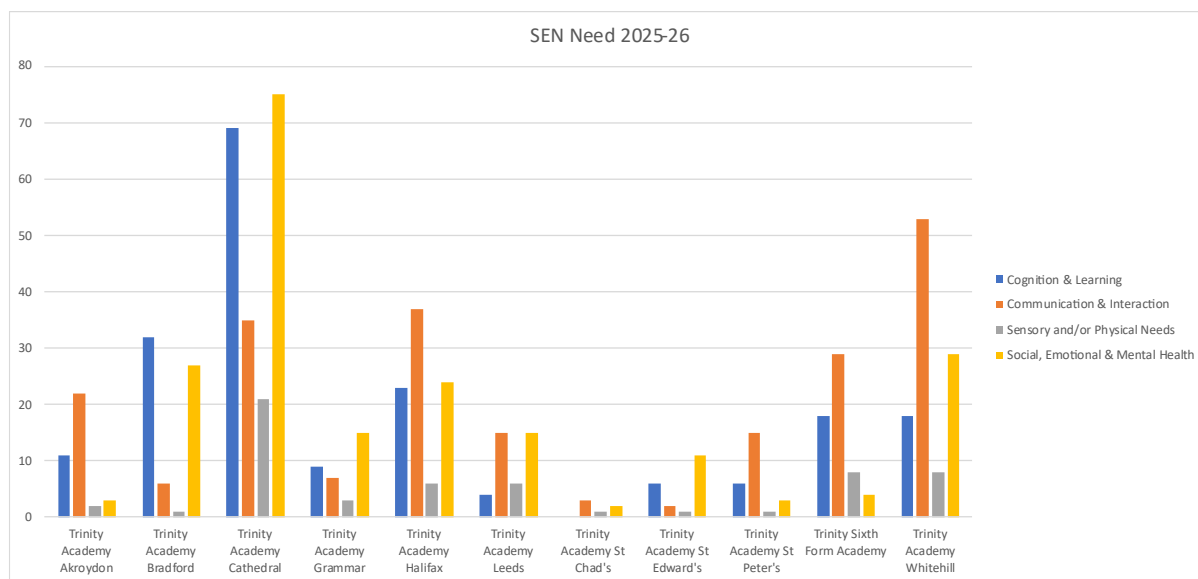
Students:

The data presented below includes previous years to enable year-on-year comparisons.





The following data relates to the current academic year only.



Note information about religion is not collected, and any information on file would give a skewed picture.