REDHILL ACADEMY TRUST

Equality and Achievement

Equality Act Statement

APPROVING BODY	TRUST EXECUTIVE BOARD
DATE APPROVED	July 2025
VERSION	7.0
SUPERSEDES VERSION	6.0
REVIEW DATE	July 2027
FURTHER INFORMATION / GUIDANCE	• Equality Act (2010) • Public Sector Equality Duty

Equality Act Statement

The Trust is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse community brings to the organisation. We believe that all stakeholders have equal value and are entitled to equality of opportunity in line with the Equality Act 2010. Barriers which could lead to unequal outcomes for different groups will be identified and tackled to ensure that everyone has the opportunity to progress.

We believe that equality should permeate all aspects of the Trust and is the responsibility of every member of the organisation. We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. An Academy may arrange pupils in classes based on age.

2. An Academy may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to Academies are:

- Age (in relation to staff only)
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage or civil partnership

Behaviour, actions or words that transgress the above will not be tolerated and will be dealt with in line with each Academy's student behaviour and staff code of conduct policies.

As an Academy Trust and an employer, we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment
- Victimisation

We will comply with our Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with the Trust's specific duties under the Equality Act 2010, we will publish our equality objectives and information about how we are complying with the Public Sector Equality Duty. Our objectives (as set out at the following link https://redhillacademytrust.sharepoint.com/Staff/HR/POL/TS/10.0%20-%20Equality%20Statement%20&%20Objectives/2022/Equality%20Objectives%202021-

%20Final.pdf will be reviewed and published every four years, and our equality information will be published annually on our website.

These equality objectives will be reviewed and republished every 4 years. The next review date is 1 July 2029.

Declaration

This statement has been approved by Redhill Academy Trust Board of Directors and is made pursuant to the Equality Act 2010.

Mr Richard Merryweather

Director of Operations