



PYRAMID
SCHOOLS TRUST

Working in partnership, so future generations achieve, belong and contribute

Equal Opportunities Policy

Edition 3: 20/03/2025

Document Control		
Edition	Issued	Changes from previous
1	01/04/2020	None – new document. Approved by Board of Trustees
2	14/07/2022	Policy re-write. Approved by Board of Trustees
3	20/03/2025	No changes

Review Cycle: Biennial

Review Date: March 2027

Rationale

The overall objective of the Trust's Equal Opportunities Policy is to provide a framework for the Trust to ensure equality by eliminating unlawful or undesirable discrimination and harassment, and to promote good relations and positive attitudes within the Trust.

We seek to ensure that no member of our school communities or any other person, through their contact with the Trust, receives less favourable treatment on any grounds which cannot be shown to be justified. This covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The principles of this policy apply to all members of our extended school communities – pupils, staff, governors, parents, visitors and members of the local community.

Aims and Values

The Trust regards each member of our school communities as a valuable individual. Good relationships lie at the heart of a good school, and support each individual to do his or her best academically and personally. Fairness, trust and mutual respect are essential in creating an encouraging, positive community. All members of our school communities have the right to be safe, cared for and supported.

Learning is a partnership between pupils, parents and the schools, and can only take place in a calm, ordered environment. All members of the school communities have joint responsibility for the success of the schools and their pupils, building trust and a positive relationship between the school and the wider communities. Working together, we aim to develop a culture of excellence.

Definitions

Under the law, there are different categories of discrimination, with differences in the legal framework surrounding them.

Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. (For example, rejecting an applicant on the grounds of their race because they would not "fit in" would be direct discrimination.

Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage. For example, a requirement to work full time puts women at a particular disadvantage because they generally have greater childcare commitments than men. Such a requirement will need to be objectively justified.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation is also prohibited. This is less favourable treatment of someone who has complained or given information about discrimination or harassment, or supported someone else's complaint.

Dealing with Instances of Discrimination

The Trust has a commitment to fully investigate any reported perceived discrimination with a view to resolving the issue. To achieve this, our schools aim to:

- Create a culture in which pupils, staff, parents/carers and visitors are empowered to report concerns.
- Teach pupils about respect for others, regardless of perceived differences, through the curriculum, Personal Development lessons, form time, assemblies and any appropriate one to one opportunities.
- Ensure a thorough investigation of concerns is carried out in a timely fashion.
- Support any victims of discrimination with the help of external agencies if appropriate.
- Put in appropriate sanctions for any person identified as behaving in a discriminatory way.
- Inform parents/carers of any action taken.
- Accurately record all instances of perceived discrimination in behaviour logs and report to Governors on a regular basis.

Roles and responsibilities

The Chief Executive Officer and Trust Board will ensure that our schools comply with all relevant equality legislation. They will ensure that the policy is upheld and that staff are aware of their responsibilities under the policy.