Equality Policy and Guidance

Policy Level	Trust	Ref No	ADM03
Approved by	Trust Board	Approved date	Summer 2026
Responsibility	Deputy CEO	Next review	Summer 2027
Reviewed by	R Leonard	Date Issued	September 2026

Document Control	
Title	Bolton Impact Trust Equality Policy and Guidance June 2026
Supersedes	Bolton Impact Trust Equality Policy and Guidance (March 2024)
Purpose	To comply with obligations placed on schools and public authorities under the Public Sector Equality Duty detailed in S149 of the Equality Act 2010 and the supporting Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
Summary of Changes	Full New Policy
Related Policies by Governing	Equality is integral to all aspects of school life, and equality implications must be considered whenever any trust policy is being developed, updated or reviewed. This policy is therefore relevant to all BIT policies, including but not limited to the following pupil policies; • Admissions • Anti-bullying • Behaviour • Curriculum • Exclusions • Safeguarding • SEND • Relationships Education and RSE And including, but not limited to, the following staff policies: • Appraisal • Attendance Management • Capability • Staff Code of Conduct • Disciplinary and dismissal • Grievance, bullying and harassment • Flexible Working • Leave of Absence • Pay Policy • Recruitment • Redundancy and Restructures Policy

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1. Aims

Our trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. The protected characteristics are:
  - Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation

2. Legislation and guidance

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the Public Sector Equality Duty, 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
- This document is also based on the Department for Education (DfE) advice for schools on the Equality Act, the technical guidance for schools from the Equality and Human Rights Commission and guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty.
- This document also complies with our funding agreement and articles of association.

3. Roles and responsibilities

3.1 The board of trustees

The board of trustees will:

- Ensure that the equality information as set out in this statement is published and communicated throughout the trust, including to local governors, staff, pupils and parents/carers
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher and local governing body of each school and the Deputy CEO for trust-level objectives.

3.2 The Headteacher

The Headteacher will, for their school:

- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to consider whether it may have particular implications for people with particular protected characteristics

3.3 All staff across the trust

All staff across the trust are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

4. Eliminating discrimination

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

- Bolton Impact Trust will not tolerate any form of discrimination, harassment or victimisation or conduct that contravenes the Equality Act 2010 or compromises the trust's commitment to equality, diversity, and inclusion.
- Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.
- Trustees, local governors and all staff are regularly reminded of their responsibilities under the Equality Act and regular training is provided.
- New staff receive Equality training as part of their induction, and all staff receive refresher training annually.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people who are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the specific needs of people who have a particular characteristic
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

5.1 Publishing information about pupils

In fulfilling this aspect of the duty, the trust will, for every school:

- Publish attainment data for each school, each academic year, showing how pupils with different characteristics are performing
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying)

- Publish further data about any issues associated with protected characteristics, identifying any issues which could affect our pupils

Relevant information about each school will be published on its individual website.

5.2 Publishing information about staff

In addition to the information about pupils, we will consider how our activities as employers affect staff with protected characteristics. As a trust, we will publish information to show:

- The diversity makeup of our workforce.
- Gender pay-gap reporting.

We will make sure that any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may not publish some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6. Fostering good relations

The trust aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of the curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of our behaviour and anti-bullying policies
- Holding assemblies dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute
- Making sure schools work with their local community.
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents/carers to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about characteristics.

7. Equality considerations in decision-making

Bolton Impact Trust ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

In all of our schools, we will always consider the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for all pupils irrespective of their gender

8. Equality objectives

Bolton Impact Trust sets equality objectives at the trust level and requires our schools to adopt and follow these. **Our equality objectives are published on the trust website.**

As a trust, we are required to publish equality information every year:

- As an employer of over 250 employees, we must report gender pay gap information by the 30th March each year.
- We must report on at least 1 equality objective once every 4 years. Our equality objectives are reviewed annually in the summer term.

9. Breaches of this policy

- Breaches of the Equality Act 2010 and this policy by a member of staff will be treated seriously. In appropriate cases, action may be taken against an employee under the trust's Disciplinary and Dismissal Policy and procedure and could result in a sanction up to and including dismissal.

10. Monitoring arrangements

- The Trust will review this policy annually and will ensure that the views of all interested parties are sought in relation to the ongoing development and review of this policy.
- This document will be reviewed and approved by the board of trustees annually to ensure compliance with the PSED and shared with local governors.
- We will evaluate the success of The Trust's equality work by using quantitative and qualitative data.
- We will monitor and regularly review all trust and school policies, procedures and practices to ensure compliance with the Act and this policy and to assess whether any changes need to be made.

11. Links with other policies

This document links to the following policies:

- Accessibility policy
- SEN information report
- SEND policy