



Policy: Equal Opportunities

Policy reference no: 022

Date: September 2025

Person responsible for policy: Stephen Dean, Chief Executive Officer

Authorised by: Board of Trustees

Review date: December 2027

Equal Opportunities Policy

This Policy applies to all schools within the Primary QuEST Multi-Academy Trust. Primary QuEST is a Church of England Trust which seeks to ensure all pupils flourish, together in a supportive and caring environment.

Flourishing Together Through LIFE

INTRODUCTION

Equal Opportunities is an integral part of the Trust's ethos. Primary QuEST has a Christian foundation. The ethos, values and relationships of the Trust, and its associated schools, are central to witnessing to the value of the foundation.

The Trust supports the principle of equal opportunities and strongly opposes discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity and part-time or fixed-term employment (defined as Protected Characteristics).

Primary QuEST is a committed equal opportunities employer, the Trust will take every possible step to ensure that employees are treated equally and fairly.

AIMS

All aspects of school life should be relevant to pupils' everyday experiences and to today's world. **It should be equally accessible to all, regardless of ability, gender, social, cultural or ethnic backgrounds.**

1. All students are entitled to every opportunity to achieve their potential without being limited by assumed emotional, intellectual, physical or social qualities based on stereotypes of class, gender, age, learning style or race.
2. All students are entitled to learning experiences that help them to participate fully in our multicultural and multiracial society; to form relationships with those around them and to care responsibly for themselves and others.
3. We will meet as appropriately and as effectively as possible the particular needs of all students having regard for gender, race and cultural, linguistic, religious and social background.

4. We will build on the strengths of the cultural and social diversity of the wider school community.
5. We will encourage teaching and learning approaches, which promote positive attitudes, raise expectations of staff and improve the self-esteem of students.
6. We will promote a shared understanding of this policy among all members of the wider school community and encourage them to be fully involved in the educational process as administrators, trustees, local advisors, parents, staff and students.
7. We will enable all staff (ancillary and teaching) to be aware of, to understand, and to implement this policy.
8. We will strive to ensure that our pupils have the same opportunities for learning as those in other schools across the country, including access to fast broadband.
9. We will ensure that adequate resources are available to implement this policy effectively.
10. We will monitor and evaluate the degree to which the aims of this policy are being achieved and make changes and corrections as appropriate.

The principles stated above will be at the basis of all policy and practice in our schools

Biblical Underpinning for Church of England schools

Our "flourishing through LIFE" vision and bible passage is at the heart of our policy.

In Luke 10. 38-42 Martha and Mary, in a culture that treats women second class, become the "best part" when they listen and learn from their Rabbi Jesus.