



Policy: Public Sector Equality Policy

Policy reference no: 056

Date: September 2025

Person responsible for policy: Stephen Dean, Chief Executive Officer

Authorised by: Board of Trustees

Review date: December 2027

Flourishing Together Through Life

Introduction

All schools within Primary QuEST welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

Primary QuEST ensures equality of opportunity will be available to all members of the community, this will be done by understanding barriers that could lead to unequal outcomes for children, staff, parents/carers, local advisory boards, trustees, members, volunteers and all external agencies that are involved with Primary QuEST.

Every member of Primary QuEST should feel valued, safe, secure, heard and of equal worth and it is the responsibility of every person within the Primary QuEST to adhere to these values, and create an environment for all that is free from victimisation, unlawful discrimination and harassment of any kind. Therefore, Primary QuEST will not victimise, discriminate against, harass any staff member, pupil, prospective pupil, volunteer or other member of the Trust community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils

and staff. Primary QuEST is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. The Trust is committed to creating an inclusive environment where individuals feel confident and are valued. The Primary QuEST ethos is to ensure that every member of our Trust community is respected, valued, nurtured and challenged to flourish, learn and achieve.

This environment will be achieved by:

- Being respectful.
- Deliberate prioritisation of relationships at all levels.
- Putting children at the heart of all we do by recognising that to achieve this we need to put our staff at the heart of all we do
- Welcoming, celebrating and including everyone.
- Supporting and challenging ourselves and others to be the very best we can be.
- The pooling of expertise and resources to ensure the best outcomes for all.
- Challenging bias and calling it out in order to move the conversation forward.
- Encouraging compassion and open-mindedness.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.

Primary QuEST schools are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

Primary QuEST does not tolerate any form of prejudice-related incidents, whether direct or indirect. We treat discrimination against all members of our school with the utmost severity. When an incident is reported, the Trust is devoted to ensuring appropriate action is taken.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

All members of the Trust will not:

- Discriminate against any member of the school community.

- Treat other members of the school community unfairly.

All members of the Trust will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training to help enhance understanding of equality practice.

The Trust will:

- Provide policies and procedures that are inclusive
- Prohibit discrimination, victimisation and unfair treatment of any kind against any member of the Trust community.
- Create and cherish good relations across all characteristics

Throughout the year schools will provide a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Incorporating lessons about diversity into the curriculum.

Equality and dignity in the workplace

Equality of opportunity and non-discrimination extends to the treatment of all members of the Trust community. Primary QuEST staff are obliged to act in accordance with various policies and procedures relating to equality. The Trust's HR processes ensure that no decisions are made as a result of direct or indirect prejudice.

Primary QuEST will not discriminate against staff with regard to their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

Diversity, inclusion and representation

Within Primary QuEST we will ensure that our provision and environments are inclusive for all learners, that our admissions policy encourages inclusive and diverse school communities and our schools are open to all children, including those of faith and no faith, and as a result are representative of the communities that they serve.

Closing statement

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environments for all our school and Trust communities.

Equality Objectives

Our equality objectives are:

1. Reduce the impact of social deprivation, socio-economic status and class and improve the opportunities and outcome of pupils affected by these issues.
2. To monitor and analyse pupil achievement by gender, SEN, pupil premium and in year transfers and act on any trends or patterns in the data that require additional support for pupils.
3. Increase support for LGBTQIA+ pupils and staff, ensuring that pupils and staff can bring their whole selves to work and school and feel they are in a safe inclusive environment, as well as providing staff and pupils with someone to speak to, should they need to, increasing engagement and understanding.
4. Acknowledge the inequalities and challenges women at work face, and look to reduce those inequalities and challenges, increasing understanding and equipping staff through education, signposting and support.
5. To reduce prejudice and increase understanding of equality through direct teaching across the curriculum, ensuring that it promotes role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability.
6. To continue to review Access Arrangements in all schools for all staff and pupils with disabilities to meet their needs better and make sure that any disadvantages they experience are addressed.
7. To consistently review staff related policies and HR procedures to ensure they comply with the Act and the Trust offers equal opportunities to all staff.

Trust policies that promote equality, equity, diversity and inclusion:

- Anti-Bullying Policy
- Admissions Policy
- Code of Conduct for staff
- Curriculum Statements
- EYFS Policy
- RE Policy
- Staff Sickness Policy
- Safer Recruitment Policy
- Staff Attendance Policy
- Supporting Pupils with Medical Conditions
- Whistleblowing Policy