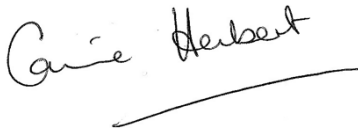




Equality Information Policy

Policy title	Equality Information and Objectives
Policy owner (including job title)	Kim Anderson (Director of Education)
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Red Balloon Educational Trust (RBET) approving body	RBET Trustees
Approving signature	
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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

Our trust aims to promote respect for difference and diversity in accordance with our values, such as unconditional, positive regard for all.

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination
- [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require Centres 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 Centres on the Equality Act](#), the [technical guidance for Centres 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](#).

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, learners 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 Head of Centre with oversight from the local governing body and/or link Trustee.

3.2 The link equality trustee / local governing bodies

The link equality trustee / local governing bodies will, for their Centres:

- Meet with the designated member of staff for equality every term, and other relevant staff members, to discuss any issues and how these are being addressed
- Ensure they are familiar with all relevant legislation and the contents of this document
- Attend appropriate equality and diversity training
- Report back to the full board of trustees regarding any issues

3.3 The Head of Centre

The Head of Centre will, for their Centre:

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

3.4 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.

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, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every September.

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 that are connected to a particular characteristic they have (e.g. learners with disabilities, or gay learners 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 learners to be involved in the full range of Centre societies).

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, learners will be introduced to literature from a range of cultures
- Making learners aware of our behaviour and anti-bullying policies
- Inviting a diverse range of external speakers to the Centres/Trust to reflect our wider society
- Making sure Centres work with their local community. This includes organising Centre trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of learners within each Centre. For example, Centre councils have representatives from different year groups and are formed of learners from a range of backgrounds. All learners are encouraged to participate in their Centres' activities, such as sports clubs. Centres also work with parents/carers to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how The Trust implements its approach

7. Equality considerations in decision-making

The 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 Centres, we will always consider the impact of significant decisions on particular groups. For example, when a Centre trip or activity is being planned, the Centre considers whether the trip:

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

8. Equality objectives

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

- We must report on at least 1 equality objective once every 4 years and will report on the objectives below in January 2027

Objective 1

Have in place a reasonable adjustment agreement for all staff with disabilities by September 2026, to meet their needs better and ensure that any disadvantages they experience are addressed.

Why we have chosen this objective: It is important to know if any of our employees require reasonable adjustments to be made when they start work with us.

To achieve this objective, we plan to:

- Consult with employees prior to September start.

Progress we are making towards this objective:

- Equality Audits aimed to cover all key stages of the employment lifecycle to proactively identify, prevent, and address discrimination or inequality across employment practices.
- Established Grievance Procedures to provide employees with a safe, fair, and accessible way to raise concerns about discrimination, harassment, or victimisation.
- Provision of flexible working arrangements, adjusted performance management or training approaches.
- Regular checks that all employees doing equal work are paid equally, regardless of gender or other protected characteristics.

Objective 2

Train all members of staff involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Why we have chosen this objective: As we are recruiting and we need to ensure that those selecting and interviewing are aware of equal opportunities and are not discriminating.

To achieve this objective, we plan to:

- Consult with those carrying out selection and interviews.

Progress we are making towards this objective:

- All applicants are asked whether they have any special requirements or adjustments needed to support them during the interview process.
- All new employees are required to complete a medical questionnaire prior to their start date.
- Equality policies are part of induction process.

9. Monitoring arrangements

The Board of Trustees will review in line with the Equality Act and update the information we publish, described in sections [4 to 7 above], at least every year.

This document will be reviewed by the board of trustees annually to ensure compliance with the PSED.

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment policy
- SEN information report
- SEND policy