Equality and Diversity Policy

Approved by:	Tyne Coast Academy Trust Board	**Date:**	17 December 2025
Last reviewed on:	December 2025		
Next review due by:	December 2028		

1. Introduction

Tyne Coast Academy Trust ('Trust') recognises and values the social and cultural diversity in which it operates. We are committed to promoting equality and respecting the dignity of all employees, pupils and others who visit our Academies. The Trust aims to give everyone an equal opportunity to experience their time in our Trust, free from any form of harassment or discrimination**.**

2. Legislation and guidance

This policy is based on the requirements of the Equality Act 2010 and our commitment to the duties and responsibilities it places upon us. The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific 'protected' characteristics.

Protected Characteristics
The nine specific 'protected characteristics that are subject to the Equality Act 2010 are identified as the following:

1. Age
2. Disability
3. Gender reassignment
4. Marriage or civil partnership (in employment only)
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

The act requires all public organisations, including our Trust, to comply with the Public Sector Equality Duty ('general duties') and two 'specific duties'.

General Duties
We are required to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
3. Foster good relations between people who share a protected characteristic and those who do not

Specific Duties
We are required to:

1. Publish information to show compliance with the equality duty
2. Publish equality objectives, at least every 4 years, which are specific and measurable
3. Publish information annually under the Gender Pay Gap Information Regulations 2017 showing the size of the pay gap between our male and female employees

The Trust recognises that all employees and pupils have a duty to support and uphold the principles contained in the Equality and Diversity Policy and supporting policies. This includes creating a positive and mutually supportive working environment for our employees and an excellent teaching and learning experience for our pupils.

3. Aims and objectives

3.1 We do not discriminate against anyone, be they employees or pupil or parent, on the grounds of ethnicity, religion, attainment, age, disability, gender or background.

3.2 We promote the principle of fairness and justice for all through the education that we provide in our Trust. We recognise that doing this may entail treating some pupils differently.

3.3 We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the Trust/Academy.

3.4 We constantly strive to remove any forms of indirect discrimination that may form barriers to learning for some groups.

3.5 We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone. The Trust is a disability confident employer.

3.6 We challenge personal prejudice and stereotypical views whenever they occur.

4. Roles and Responsibilities

Everyone has a responsibility to report or challenge any bullying, harassment or discrimination against any individual. All allegations will be taken seriously and dealt with fairly, through the relevant procedure.

Within this general responsibility there are some specific responsibilities:

4.1 The role of Trustees/Governors

4.1.1 The Trust Board has endorsed this policy and has set out its commitment to equal opportunities, and it will continue to do all it can to ensure that all members of the Trust community are treated both fairly and equally.

4.1.2 The Trust Board seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our Trust. The trustees take all reasonable steps to ensure that the academy environment properly accommodates people with disabilities and has signed up to the Disability Confident scheme.

4.1.3 The Trust Board ensures that no employee or pupil is discriminated against whilst in our Trust on account of any of the protected characteristics. So, for example, all children have access to the full range of the curriculum, and regulations regarding uniform will be applied equally to boys and girls. If a child's religion has a bearing on uniform, then each case will be dealt with sensitively, and with respect for the child's cultural traditions.

4.1.4 The Trustees welcome all applications to join the Trust, whatever background or disability an individual may have.

4.2 The role of the Head Teacher/Principal

4.2.1 It is the Head Teacher's/Principal's role to implement the Trust's policy on equal opportunities, and he/she is supported by the Academy Trust Board in so doing

4.2.2 It is the Head Teacher's/Principal's role to ensure there is a specific academy Equality and Diversity plan which contains specific objectives for the academy

4.2.3 It is the Head Teacher's/Principal's role to make sure that all employees are aware of the Trust policy on equal opportunities, and that teachers and other school staff apply these guidelines fairly in all situations.

4.2.4 The Head Teacher/Principal ensures that all appointment panels give due regard to this policy, so that no-one is discriminated against.

4.2.5 The Head Teacher/Principal promotes the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

4.2.6 The Head Teacher/Principal promotes respect for other people in all aspects of school life; in collective worship, for example, respect for other people is a regular theme, as it is also in displays around the academy.

4.2.7 The Head Teacher/Principal views all incidents of unfair treatment, and any racist incidents, with due concern.

4.3 The role of the Class Teacher

4.3.1 Class teachers recognise their own prejudices but do their best to ensure that all pupils are treated fairly and with respect. We do not knowingly discriminate against any child.

4.3.2 When selecting classroom material, teachers strive to provide resources which give positive images, and which challenge stereotypical images of minority groups.

4.3.3 Class teachers will seek to implement this policy when designing schemes of work, both in their choice of topics to study, and in how they approach sensitive issues. So, for example, history topics include examples of the significant contribution's women have made in this country's history. In geography the teacher attempts to counter stereotypical images of Africa and Asia, and to show the true diversity of development in different parts of the world.

4.3.4 All our teachers and support employees challenge any incidents of prejudice or racism. We record any incidents, and draw them to the attention of the Head Teacher/Principal

5. Implementation and Developing Policy

An Equality and Diversity Plan with specific objectives will be prepared by each individual academy and submitted to their Local Governing Board. The plan will include specific targets to be achieved, taking account of:

5.1 Trust and academy goals, targets and performance data

5.2 Legislative requirements

5.3 Issues raised by employees and pupils

5.4 The needs of the community in which the academy is based

5.5 Positive action to promote and celebrate Equality and Diversity

6. Monitoring and evaluation

The Trust will monitor and evaluate achievement in respect of equal opportunities by taking the following actions:

6.1 Gathering statistics about employees and pupils, analysing the statistics, identifying any issues arising and making proposals for specific actions to address any inequalities

6.2 Monitoring the implementation of the Equality and Diversity Development Plans across the Trust

6.3 Ensuring curriculum and lesson design takes account of equality issues

6.4 Reporting regularly on equality and diversity to the Board of Trustees.

6.5 Keeping employees and pupils regularly updated in respect of equal opportunities issues.

7. Version control

Version Number	Purpose/Change	Author	Approval	Date
1	Policy first developed	C.Pinkney, Operations Manager	Tyne Coast Academy Trust Board	18/10/2018
2	Policy updated with minor changes to clarify roles and procedure for individual academies	C.Pinkney, Operations Manager	Tyne Coast Academy Trust Board	12/12/2019
3	Policy updated with minor changes	M Dobrianski HR Manager	Tyne Coast Academy Trust Board	08/07/2021
4	Policy reviewed with a minor change	M Dobrianski Head of HR & Business Operations	Tyne Coast Academy Trust Board	19/10/2023
5	Policy reviewed with a minor addition	M Dobrianski Chief Operating Officer	Tyne Coast Academy Trust Board	17/12/2025