

TRUST STATEMENT

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Responsible Officer	Central Exec. Team
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Equality Information and Objectives

This Statement has been adopted and approved by Oxlip Learning Partnership and is to be used by all members of the Trust.

Information and objectives specific to individual schools and their procedures can be found on the Trust and individual school websites.

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1. Aims

Oxlip Learning Partnership (the Trust) aims to meet its obligations under the Public Sector Equality Duty by having due regard to the need to:

- Eliminate discrimination 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 it (for details of protected characteristics – see section 9)
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

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 schools / academies 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 the Trust's funding agreement and articles of association.

3. Roles and responsibilities

3.1 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 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 four years
- Delegate responsibility for monitoring the achievement of the objectives in each academy on a daily basis to the Principal and delegate responsibility for monitoring progress of the objectives to the Local Advisory Board (LAB).

3.2 The Local Advisory Board (LAB) will:

- Meet regularly with the Principal or designated member of staff for equality 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
- Monitor progress of the school's Equality Objectives
- Attend appropriate equality and diversity training
- Report back to the Board of Directors through the Central Executive Team regarding any issues.

3.3 The Principal will:

- Monitor the achievement of the objectives on a daily basis
- Promote knowledge and understanding of the equality objectives among staff and pupils
- monitor success in achieving the objectives and report back to the Local Advisory Board.

If a school has a designated member of staff for equality, they will:

- Support the Principal in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Meet with the governors on a regular basis to raise and discuss any issues
- Support the Principal in identifying any staff training needs, and deliver training as necessary.

3.4 All staff

All staff are expected to have regard to this document and to work to achieve the objectives referred to in section 8 and in their school's Equality Objectives.

4. Eliminating Discrimination

The Trust is committed to eliminating discrimination and is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, Trust policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Trustees, 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.

How individual schools specifically work to eliminate discrimination is set out in the individual school's Equality Information document.

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 which are connected by a particular characteristic they have (e.g. pupils / staff with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic.

School specific details as to how they will advance equality of opportunity can be found in the individual school's Equality Information document.

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 and 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
- Working with communities.

For school specific details in relation to how they foster good relations please see the individual school's Equality Information document.

7. Equality Considerations in Decision-Making

The Trust and its schools ensure they have due regard to equality considerations whenever significant decisions are made.

For details of how individual schools consider the impact of significant decisions on particular groups please see the individual school's Equality Information document.

8. Equality Objectives

The Trust expects each school to set their own objectives depending on their circumstances and context, whilst keeping in-line with the Trust's overall approach to equality set out in this Policy.

Individual schools Equality Objectives can be found on the Trust and school websites.

9. Protected Characteristics

The Protected Characteristics as set out in [The Equality Act 2010](#) are:

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

10. Monitoring Arrangements

The Board of Trustees, acting through the Education and Standards Committee, will update the equality information it publishes, described in sections 4 to 7 above, at least every year and this whole document will be reviewed by them at least every 4 years.

The Principal of each school will, in partnership with their Local Advisory Board:

- Update the equality information the school publishes at least every year; and
- Review and agree the school-specific equality objectives every four years.

11. Links with Other Policies

This document links to the following policies:

- Accessibility plan for each school
- SEND