



Brighter Futures
Educational Trust

EQUALITY AND OBJECTIVES FOR 2026 POLICY

Policy Number: 27

Review Committee: Standards

Type of Policy: Statutory

Review Period: Annually

Approved: April 2026

Next Review: April 2027

VERSION CONTROL

V1.1	March 2024	Version control added
V1.2	March 2025	Rewrite of policy
V1.3	April 2026	<ul style="list-style-type: none"> • Section 4 - Eliminating Discrimination (New Section Added) • Section 9 - Equality Objectives (Revised and Made Measurable) • Section Monitoring Arrangements and Links with other Policies - New • New Layout due to rebranding

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1. AIMS

Brighter Futures Educational Trust (BFET) 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 any other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Protected characteristics are defined as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The Trust is committed to creating an inclusive environment where all pupils, staff and stakeholders feel safe, valued and able to thrive.

2. LEGISLATION AND GUIDANCE

This policy meets the requirements under the following legislation and guidance:

- The Equality Act 2010
- The Equality Act 2010 (Specific Duties) Regulations 2011
- DfE guidance: The Equality Act 2010 and schools
- Guidance from the Equality and Human Rights Commission
- The Trust's funding agreement and articles of association

3. ROLES AND RESPONSIBILITIES

The Trust Board will:

- Ensure equality information and objectives are published and reviewed
- Ensure compliance with statutory duties

The Executive Headteacher and Headteachers will:

- Promote understanding of equality and inclusion across the Trust
- Monitor progress against equality objectives
- Ensure equality considerations inform decision-making

All staff will:

- Have regard to this policy and actively support equality objectives
- Challenge discrimination and promote inclusion in daily practice

4. ELIMINATING DISCRIMINATION

The Trust is committed to ensuring that discrimination, harassment and victimisation are not tolerated.

We will:

- Ensure all policies reflect non-discrimination principles
- Provide regular staff training on equality and inclusion
- Record and respond to incidents of discrimination appropriately

5. ADVANCING EQUALITY OF OPPORTUNITY

The Trust actively works to remove barriers and improve outcomes for pupils and staff with protected characteristics.

We will:

- Analyse attainment, attendance and behaviour data by pupil group
- Identify and address gaps in outcomes

- Provide targeted support for vulnerable groups, including pupils with SEND and SEMH needs

6. FOSTERING GOOD RELATIONS

The Trust promotes respect, understanding and positive relationships through:

- A broad and inclusive curriculum
- Explicit teaching of behaviour and social development
- Anti-bullying and inclusion initiatives
- Strong community and parental engagement

7. EQUALITY CONSIDERATIONS IN DECISION MAKING

The Trust ensures equality considerations are embedded into decision-making processes.

We will:

- Assess the impact of key decisions on protected groups
- Undertake Equality Impact Assessments (where appropriate)
- Ensure decisions do not disadvantage any group

8. EQUALITY OBJECTIVES

The following objectives replace previous broad priority statements and are now specific and measurable:

Objective 1: Attendance Equality

Reduce the gap in persistent absence between vulnerable groups (including SEND/SEMH pupils) and their peers by at least 10% by July 2026.

Objective 2: Behaviour and Inclusion

Monitor and reduce any disproportionality in behaviour incidents and suspensions across protected groups, with termly reporting to leadership and governors.

Objective 3: Curriculum and Representation

Ensure that curriculum planning across all schools reflects diversity and inclusion, evidenced through termly monitoring and review.

Objective 4: Staff Training

Ensure 100% of staff complete annual equality, diversity and inclusion training, with impact evaluated through staff feedback and practice.

Objective 5: Pupil Participation

Increase participation of disadvantaged and SEND pupils in enrichment activities by at least 15% by July 2026.

9. TRUST PRIORITIES

The following priorities support the delivery of our equality objectives:

Progress

- Enhance digital integration
- Curriculum innovation
- Targeted support for pupils

Well-being

- Anti-bullying initiatives
- Safeguarding and attendance
- Behaviour curriculum for SEMH pupils

10. MONITORING ARRANGEMENTS

The Trust will:

- Review equality information annually
- Review equality objectives at least every 4 years
- Report progress to the Trust Board

This policy will be reviewed annually and approved by the Trust Board.

11. LINKS WITH OTHER POLICIES

This policy links to:

- Accessibility Plan
- SEND Policy
- Behaviour Policy
- Child Protection Policy
- Attendance Policy