

Equality Policy (Part 1)

DOCUMENT CONTROL

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Please note that a record of the changes made to the original issue of this document can be found at Schedule 1 after any Appendices to the Policy/Procedure.

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1. Overview

Cumbria Education Trust (CET) welcomes and embraces our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to all protected characteristics including, age (as appropriate), disability, ethnicity, gender (including gender reassignment), pregnancy and maternity, religion and belief, marriage and civil partnership and sexual orientation.

2. Foundations of the Duty

The Public Sector Equality Duty came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited
- by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 requires public authorities to publish:

1. Equality objectives, at least every four years (from 6 April 2012).
2. Information to demonstrate their compliance with the public sector equality duty (from 31 January 2012).
3. Equality Act Statement.

CET is committed to promoting a diverse and inclusive community – a place where we can all be ourselves and everyone is able to ***‘be the best they can be.’***

Our workplace practices support a range of family friendly, flexible, and inclusive work arrangements, staff, and trade union engagement to welcome and support staff from different backgrounds.

Our ambition is to demonstrate in our work together that we promote an inclusive environment which demonstrates our commitment to celebrate and promote diversity.

3. Our Equal Opportunities Commitment

CET is committed to having “due regard” for consideration of equality issues by evidencing our practice in how we:

- act as an employer;
- develop, evaluate, and review policy;
- design, deliver and evaluate services; and
- commission and procure from others.

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We are committed to safeguarding and promoting the welfare of children and young people and keeping children safe in education, our staff are expected to share and uphold this commitment. Appointments will be subject to all safer recruitment requirements as set out in Keeping Children Safe in Education.

We are committed to making work accessible for all and support part time or flexible working arrangements. CET ensures that those we recruit are suitably qualified and treated fairly regardless of any characteristics.

4. Equality Objectives

CET is committed to ensuring equality across our schools and within our work environment.

We will set equality objectives at least every four years and publish data on our progress towards these annually. Our equality objectives are an essential part of promoting equality across the Trust, for both our Pupils and Staff. By consolidating and setting our objectives, we can bring focus and embed these throughout the Trust.

Each objective is set and reviewed at a Trust level, with input from our academies to ensure they are relevant and meaningful to the communities we serve. This signals our collective commitment to equality while recognising difference and diversity within our Trust.

1. We aim to build an inclusive culture trust wide, which values and respects diversity, where everyone can achieve their potential.
2. We will continue to build and develop our relationships with stakeholders, the public and our communities including those that represent groups with protected characteristics, to develop our understanding of diversity inside of and outside of CET.
3. To close gaps in progress between all groups of pupils and students eligible for pupil premium and others and ensure rates of progress for other groups such as pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups are good.
4. We will improve the understanding of the Public Sector Equality Duty to support better policy development, decision making and improve the lived experience of our staff and pupils.
5. We aim to improve our employment and educational approach to the Public Sector Equality Duty to ensure it is clear throughout our processes, how we have paid due regard to the Public Sector Equality Duty.
6. We will build senior engagement trust wide to highlight and promote the importance of equalities and encourage staff to recognise and positively address equality issues.
7. To support each school to continuously review and revise the Key Stage 1-5 curriculum, as appropriate, so that it represents a diverse culture and society and encourages tolerance and respect.

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SCHEDULE 1

DOCUMENT CONTROL – RECORD OF CHANGES

Version Number:	Publication Date:	Nature of, and Reason for, Change(s)
001	December 2024	Original.
---	September 2025	Reviewed and no changes required.

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