



Equality Policy

The Hoddesdon School Trust is committed to ensuring equality of opportunity in line with the Equality Act 2010. We strive to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our students, our workforce and the community in which we work.

We will assist our students in achieving to their very best potential. Where students experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our students the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our students to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only)
- Disability
- Gender re-assignment
- Marriage and civil partnership (in relation to staff only)
- Pregnancy and Maternity
- Race
- Religion Faith or Belief
- Sex
- Sexual orientation

As an Academy Trust and an employer we will also not accept any of the following:

- Direct or Indirect Discrimination
- Harassment
- Victimisation



We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with its specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty.

Information about how each of our Academies complies with that duty will be updated annually and objectives will be updated every four years.

For each Academy, this is published on the Academy's website.