Djanogly Learning Trust
Equality Policy for Pupils

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The Djanogly Learning Trust (the Trust) is committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust recognises that groups have suffered disadvantage because of their characteristics and we want to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the communities in which we work.

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

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

- Direct or Indirect Discrimination;

- Harassment; and
- Victimisation.

We are committed to complying with the **Public Sector Equality Duty** and will seek to

- Eliminate discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it

We will have due regard to the Public Sector Equality Duty when making decisions, taking actions and developing policies. We will publish our equality objectives and will publish information about how it is complying with the Public Sector Equality Duty. Published information will be updated annually and objectives will be updated every four years. This information is available on our website.