HCAT
Equality Policy and Objectives

Creating an inclusive environment where everyone is valued, respected and able to thrive.

OUR COMMITMENT

HCAT is committed to equality, diversity and inclusion in everything we do. We celebrate differences, challenge discrimination and remove barriers so that everyone can belong and succeed.

OUR COMMITMENTS

We will:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people from different backgrounds
- Identify and remove barriers to participation, achievement and inclusion
- Challenge prejudice, stereotypes and discriminatory behaviour
- Make reasonable adjustments for disabled pupils, staff and visitors
- Consider equality when developing policies, making decisions and allocating resources
- Respond promptly and appropriately to allegations of discrimination, harassment, bullying or victimisation

CURRICULUM, INCLUSION & PUPIL OUTCOMES

Our curriculum promotes equality, diversity and respect. Pupils explore different identities, cultures and experiences.

We have high expectations for all and remove barriers to attendance, achievement and participation.

We monitor and address gaps for disadvantaged and vulnerable groups to ensure the best possible outcomes for every pupil.

RESPECT, BELONGING & WELLBEING

We promote positive behaviour and respectful relationships. Discrimination, harassment, bullying and victimisation are **not tolerated.**

We make reasonable adjustments to ensure access to education, information, services and activities.

We listen to pupil voice and encourage everyone to raise concerns and seek support when needed.

OUR EQUALITY OBJECTIVES 2026–2030

We have five equality objectives that guide our work across the Trust:

1. Ensure all pupils access a curriculum that promotes equality, diversity, inclusion and respect.
2. Reduce gaps in attendance, achievement and participation for disadvantaged and vulnerable pupils.
3. Strengthen inclusive leadership and decision-making across the Trust.
4. Promote a culture of belonging where pupils, staff and families feel valued, respected and included.
5. Use equality information and stakeholder feedback to identify and address barriers to participation and achievement.

EVERYONE HAS A RESPONSIBILITY

We all have a role to play.

Staff will:

- Treat others with dignity, respect and fairness
- Promote inclusion in our practice and interactions
- Challenge discrimination, prejudice and stereotyping
- Respond appropriately to incidents
- Keep our knowledge up to date through training and development

Equality, diversity and inclusion are everyone's responsibility.

MONITORING & REVIEW

We monitor the impact of this policy through data and feedback including:

- Achievement and progress
- Attendance, behaviour, suspensions and exclusions
- Bullying, harassment and discrimination incidents
- Participation in clubs, trips and wider opportunities
- Pupil, parent and staff voice
- Recruitment, retention and professional development

Equality information will be published and equality objectives reviewed at least every 4 years.

OUR LEGAL DUTIES

The **Equality Act 2010** identifies 9 protected characteristics:

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

We have a legal duty (Public Sector Equality Duty) to eliminate discrimination, advance equality of opportunity and foster good relations.