



Equality, Diversity and Inclusion Policy 2025

This document applies to all academies and operations of Cambrian Learning Trust.

www.cambrianlearningtrust.org

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In this document:

‘The Trust’, We’ and ‘Our’ refers to the Cambrian Learning Trust.

Parent refers to:

- Any person who has parental responsibility for a child / young person
- Any person who has care of a child / young person (i.e. lives with and looks after the child/young person)

Vision Statement

The Cambrian Learning Trust believes that everyone matters and makes a difference. The Trust vision is to go beyond compliance with our legal obligations, to promote a valuesbased culture where everyone is included and nobody is disadvantaged, and where barriers to inclusion have been identified and removed as far as reasonably possible. Equality, diversity and inclusion run through our business operations, leadership and governance. We embed and embody this ethos through our education of young people and our interactions with our wider community, reflecting our sound moral and ethical principles so that everyone feels valued, feels they belong, feels encouraged and empowered through their connection to the Cambrian Learning Trust.

Definitions

Equality “ensuring that every individual has an equal opportunity, and no one should be put at a disadvantage because of their protected characteristics or other characteristics” (The Equality and Human Rights Commission)

Diversity the acknowledgement of the positive value that differences between people and groups of people provides.

Inclusion to embrace all regardless of their characteristics and provide equal access and opportunity.

Legislation and guidance

This document meets the requirements under the following legislation:

[The Equality Act 2010](#), which introduced the Public Sector Equality Duty and protects people from discrimination

[The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the Public Sector Equality Duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#), the [technical guidance for schools from the Equality and Human Rights Commission](#) and [guidance from the Government Equalities Office on meeting the specific duties that support the Public Sector Equality Duty](#).

Aims

Millbrook Primary School 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 other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share a relevant protected characteristic
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

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

A glossary which defines these terms and additional terms related to equality, diversity and inclusion can be found in Appendix 1.

Our duties under the Equality Act also reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

The Education and Inspections Act 2006 requires us to promote community cohesion and at Millbrook Primary School, we work towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist.

Our commitment to equality, diversity and inclusion is reflected in our school policies and procedures, especially those related to (but not limited to):

- accessibility
- behaviour
- anti-bullying
- uniform

- recruitment
- Relationships and Sex Education
- Special Educational Needs
- home-school agreements

Our school ethos and values

Our vision is to be an exceptional school where children flourish.

This will be achieved through an ambitious and engaging curriculum in a happy, kind, inclusive environment facilitated by committed and caring staff.

Our vision statement outlines the aspirations we have for our school and its children. At Millbrook we believe it is not enough to just talk about our vision. We believe in providing a Culture of Opportunity for all of our children so they can achieve academically alongside strong personal development.

Our school climate and culture is shaped by our values of Kindness, Responsibility and Happiness. These underpin all we do and we believe this is fundamental to our children growing into active citizens ready for life in the 21st Century. We prepare all children to make exceptional contributions to society and our curriculum enriches lives spiritually, culturally, emotionally and morally. It is important that our clearly communicated and lived out values are also understood at home, with the potential for our whole school community to be influenced and changed by them. It is this living out of our simple values which genuinely defines our school and makes us distinctive. We find these also link effectively to the British Values of tolerance, mutual respect, individual liberty, democracy and the rule of law.

Our school

We are a thriving, two-form entry primary school located in Wantage, Oxfordshire.

All the staff at Millbrook strive to give each child the best start for them to be confident, happy and successful lifelong learners, preparing them for the next stage in their school life. The planning and teaching of our curriculum reflects our ethos and school values.

Teachers and Teaching Assistants are dedicated in supporting children to master the foundations of reading, writing and mathematics, as well as ensuring that our broad and exciting curriculum enables everyone the opportunity to find their passion and develop their talents. We aim to achieve excellence through enjoyment!

Those who work at Millbrook are enthusiastic, passionate and nurturing, and they recognise the importance of the role they play in each child's life; inspiring them to be the best that they can be. The school is also committed to developing the practice of their staff, to ensure they can have the greatest impact on the children we care for.

We are very lucky to have an extensive and beautiful outdoor space, and the use and development of this is supported by all stakeholders. It provides valuable opportunities to develop a healthy, active lifestyle and for children to learn how to care for our environment and its importance.

Everything we do at Millbrook is centred around our values - happiness, kindness, responsibility. This helps to develop a nurturing, positive and friendly environment for all.

Fulfilling our public sector equality duty

How we eliminate discrimination, harassment and victimisation:

Millbrook Primary School does not tolerate direct or indirect discrimination, harassment or victimisation of anyone within our school community, and we are opposed to all forms of prejudice.

- The school has robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is shared with the local governing committee and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found on our website, where they are referenced in the anti-bullying policy and relational behaviour policy.
- These policies outline the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by staff
- The Complaints Procedure outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and the wider school community.

Fostering good relations

Millbrook Primary School aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum. This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures
- Making pupils aware of relational behaviour and anti-bullying policies
- Holding assemblies focussing on relevant issues. Pupils will be encouraged to take a lead in such assemblies, and we will also invite external speakers to contribute

- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.
- We take steps to ensure diversity in our pupil council, local governing committee and staff team
- We celebrate diversity at every opportunity and hold regular assemblies and events celebrating diversity throughout the year.

How we advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it:

Treating people equally does not mean treating them all the same. We recognise that pupils have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

- We collect and monitor data broken down by different protected characteristics in order to identify inequalities and disparities within our pupil population in terms of:
 - Progress and attainment
 - Admissions
 - Attendance
 - Recognition, rewards, sanctions and exclusions
- We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan for further details.
- We make reasonable adjustments to ensure that the school environment and its activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- We ensure that pupils' work is adapted appropriately, and that the curriculum is accessible to all pupils.
- We respect the religious beliefs and practice of staff and pupils and comply with reasonable requests relating to religious observance and practice.

- We take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and pupils, including those who transition during their time at the school.

How we foster good relations between persons who share a relevant protected characteristic and persons who do not share it:

- We ensure that our curriculum offers opportunities to learn about people with a diverse range of identities.
- We teach our pupils to recognise and challenge stereotypes and prejudice and to value difference.
- We ensure that our resources challenge stereotypes and reflect the diversity of society.
- We take positive action to ensure that people with a range of different identities engage with our school community for example guest speakers, arts groups, school governors, parent helpers etc.
- Our behaviour policy includes a requirement to respect other people and their different identities.

Responsibilities

The **local governing committee** will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents.
- Ensure that the published equality information is updated at least every year, and that the objectives are reviewed and updated at least every 4 years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher
- The headteacher will:
- Promote knowledge and understanding of the equality objectives among staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Have “due regard” when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics
- All school staff are expected to have regard to this document and to work to achieve the objectives as set out in

The **head teacher and senior leaders** are responsible for:

- Overseeing the implementation of the Equality Policy
- Ensuring that all who enter the school are aware of, and comply with, the Equality, Diversity and Inclusion Policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support • Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying
- Regularly reviewing data related to prejudice-related incidents and taking necessary steps to reduce occurrences of incidents within the school

All staff are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding and complying with the Equality, Diversity and Inclusion Policy
- Contributing to the action plan attached to the policy
- Making reasonable adjustments to ensure disabled pupils do not experience discrimination or exclusion
- Dealing with prejudice-related incidents, following the specific procedure
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation
- Challenging bias and stereotyping
- Promoting an inclusive and collaborative ethos

All parents are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement

All visitors are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school
- Complying with the school's Equality, Diversity and Inclusion Policy

All pupils are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the school and complying with the school's Equality, Diversity and Inclusion Policy
- Reporting prejudice-related incidents
- Understanding, valuing and celebrating diversity
- Challenging stereotypes and prejudices

Equality Objectives and Action Plan

In order to fulfil its Public Sector Equality Duty the school collects equality information on pupils and staff.

Using this information, the school analyses the following in terms of protected characteristics:

- Staff recruitment, retention and promotion
- Staff disciplinary and capability proceedings
- Records of prejudice-related incidents

- Complaints by parents
- Pupil admissions
- Pupil attendance
- Pupil performance/achievement
- Pupil sanctions
- Pupil rewards

The school also conducts surveys with staff, pupils and parents to identify areas that they feel the school is doing well and areas for improvement. This information is used to identify any discrepancies between people from different groups and to identify equality objectives. Where appropriate the school publishes this information within the termly newsletter.

The school identifies any equality training needs within our staff through induction and appraisal. These needs will be addressed, and this may also inform our Equality Objectives.

Our equality objectives may also take into account national and local priorities and issues as appropriate. They are devised in consultation with school governors and are integrated into the school improvement plan. We keep the objectives under review and report annually on our progress towards achieving them.

Our current Equality Objectives and Action Plan are attached as Appendix 2

Equality considerations in decision-making

The following are suggestions only and will need to be adapted depending on your school's circumstances.

The school ensures it has due regard to equality considerations whenever significant decisions are made. We consider equality implications before and at the time that we develop policy and make decisions and continue to review these on a continuing basis.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays

- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

The school keeps a written record (known as an Equality Impact Assessment) to show we have actively considered our equality duties and asked ourselves relevant questions. This is recorded at the same time as the risk assessment when planning school trips and activities. The record is completed by the member of staff organising the activity and is stored electronically with the completed risk assessment.

Equality Impact Assessments

All school policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

A template for conducting equality impact assessments is attached as Appendix 3

Breaches of this policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and local governing committee.

Monitoring arrangements

The headteacher will update the equality information we publish at least every year.

School-specific equality objectives will be reviewed by the LGC at least every 4 years.

This document will be reviewed by the headteacher and LGC annually, to ensure continued compliance with the PSED.

This template Policy be approved by the Trustees

Links to other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- SEN information report
- SEND policy

Appendix 1: Glossary

Antisemitism	A certain perception of Jews, which may be expressed as hatred toward Jews.
Biphobia	Prejudice or negative attitudes, beliefs or views about bisexual people.
Cisgender	Someone whose gender identity is the same as the sex they were assigned at birth.
Disability	A physical or mental impairment, which has a substantial and long-term adverse effect on someone's ability to carry out typical day-to-day activities.
Discrimination	<p>This can be direct: When someone is treated less favourably than another person or other people because:</p> <ul style="list-style-type: none"> • they have a particular protected characteristic • someone thinks they have that protected characteristic (discrimination by perception) • they are connected to someone with that protected characteristic (discrimination by association) <p>Or indirect: There is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.</p>
Gender identity	Someone's internal sense of their own gender, whether man, woman or some other gender. This may or may not align with their assigned sex.
Gender reassignment	If someone is proposing to undergo, is undergoing or has undergone a process (or part of a process) to change sex and/or gender. This might involve medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.
Harassment	Unwanted conduct, related to a relevant protected characteristic, which violates a person's dignity and/or which creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.
Homophobia	Prejudice or negative attitudes, beliefs or views about lesbian, or gay people.

Islamophobia	A type of racism that targets expressions of Muslimness or perceived Muslimness. Further information here .
Prejudice-related incident	Any incident which is perceived to be prejudice-related by the victim or any other person.

Race and ethnicity	Includes skin colour, nationality and ethnic or national origins.
Racism	Prejudice or negative attitudes, beliefs or views about someone based on their skin colour, nationality, ethnic or national origin.
Reasonable adjustments	Taking reasonable steps to remove disadvantages faced by disabled people by: <ul style="list-style-type: none"> • changing provisions, criteria or practices • changing or removing a physical feature or providing a reasonable alternative way to avoid that feature • providing auxiliary aids
Religion or belief	Religion is a formalised system of belief that aims to relate humanity to spirituality. Beliefs included are philosophical beliefs, which are considered to be similar to a religion. We include people who have no religion or a lack of belief.
Sex	Whether someone is male, female or intersex.
Sexism	Prejudice or negative attitudes, beliefs or views about someone based on their sex.
Sexual orientation	Who someone is emotionally, mentally, and physically attracted to in relation to their sex/gender, this includes heterosexual, lesbian, gay, bisexual, pansexual and asexual.
Transgender	An umbrella term to describe people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
Transphobia	Prejudice or negative attitudes, beliefs or views about transgender people including refusal to accept their gender identity

Victimisation	<p>Treating someone badly because they are:</p> <ul style="list-style-type: none">• making a claim or complaint of discrimination• helping someone else to make a claim by giving evidence or information <p>Or because they intend to do so.</p>
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Appendix 2: Equality Objectives and Action Plan

Objectives	Actions <i>What separate things will you need to do to achieve your objectives?</i>	Staff member <i>Who will do this?</i>	Date to be achieved by	Success criteria <i>How will you know when it has been achieved – what will success look like?</i>
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<p>To demonstrate our commitment to equality, diversity and inclusion, and further embedding a Trust culture of EDI, through consistent application of our policies and procedures.</p>	<p>Ensure that our systems for recruiting potential applicants support all those in groups protected by the Equalities Act and focus on attracting the best talent for the role</p> <ul style="list-style-type: none"> o Minimise potential sources of bias, such as more diverse recruitment panels. o Ensure published information e.g job advertisements reflect an embedded culture of EDI at Trust level and beyond within the Trust Community o Through our EDI culture, empower staff to feel confident to declare information on protected characteristics o Establish an EDI champion group as a support mechanism for school leaders (Trust action) o Ensure policies designed to support and protect our staff and pupils are clear, such as Dignity at Work and Antibullying. (Trust action) o Refine website information to include recruitment and advertising materials that embrace an EDI culture o Collaboration between leaders (EDI sub group) to set/review equality objectives. 	<p>Leadership Team</p>	<p>July'26</p>	<p>Clear commitment and ethos established with regard to equality, diversity and inclusion, and further embedding a Trust culture of EDI, through consistent application of our policies and procedures.</p>
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To promote the implementation of strong EDI practice to ensure opportunities for all	<ul style="list-style-type: none"> o Promote/provide training for school leaders on EDI issues. o An inclusive, broad and balanced curriculum is embedded – RE and PSHE curriculum is up-dated for 2025. Curriculum will include an element of PHSE/RSE education at age appropriate level, which tackles stereotypes and challenges pupils' perceptions o Parent voice, pupil voice, staff voice surveys to ensure inclusion of all o Pupil Parliament projects with an EDI focus 	Leadership Team	July'26	Tracking shows opportunity for all.
To promote understanding between different groups of people, cultures and societies.	<ul style="list-style-type: none"> Education around protected characteristics to further aid understanding/awareness of all staff and pupils o Maintain a rigorous approach to antibullying so that all pupils and staff, including those with protected characteristics, are protected from harassment and discrimination. o Behaviour policies and procedures (including Anti-Bullying and associated policies) outline how any discriminatory issues, including those relating to protected characteristics, are addressed (zero tolerance) 	Leadership Team	July'26	New RE and PSHE curriculum established.

Last updated (date) 25th September 2025

By Mr S Steven Rose (Executive Headteacher) and Faye Charlton (Head of School)

Appendix 3: Equality Impact Assessment

Name and/or brief description of policy/practice
What evidence/information has been used to help identify the likely impact on different groups of people?
Which relevant groups have we engaged/consulted with as part of our assessment?

Protected characteristic	Impact on this group			Explain and give examples of evidence
	Positive	Negative	Neither	
age				
disability				
gender reassignment				
marriage and civil partnership				
pregnancy and maternity				
race				
religion or belief				
sex				
sexual orientation				

Barriers/disadvantages/discrimination identified?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If "yes" how will the policy/practice be adapted/changed to eliminate this?		

Date completed			Review date
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