



Batley Multi Academy Trust

Trust Equality Information and Objectives 2026-28

Batley Multi Academy Trust

Approved by: Board of Trustees

Ratified: September 2026

Last reviewed: July 2026

Next review due by: July 2027

Reviewed by: CEO

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Version	Date	Outline Description	By who?
1	November 2023	Creation of Trust wide policy	CEO
2	June 2025	Review of full policy	CEO Board of Trustees
3	July 2026	Review of full policy and data analysis	CEO Board of Trustees

Aims

Our Trust aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination 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 it.
- 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

This document should be read in conjunction with the 'Our Trust's approach to Equity, Diversity and Inclusivity' document.

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.

This document also complies with our funding agreement and Articles of Association.

Roles and Responsibilities

Colleagues, Trustees and School Governing Boards (SGBs) will:

- Actively promote equality of opportunity in all areas of school life.
- Ensure that members of the Trust/school community know their rights, and respect the rights of others.
- Aim to ensure that prejudice or discrimination in all its forms is actively rejected.

- Raise awareness of equality issues for all members of each Trust school community, and through our links with the local community.
- Establish strategies to ensure equal access to the curriculum and enable each individual to fulfil their potential regardless of the protected characteristics.
- Adhere to the Batley Ethical Leadership Charter.

The Trust will work across its family of schools to analyse data and existing practices to set out the actions taken in compliance of the equality duty and to inform the setting of relevant equality objectives to support the development of each Trust school and its community. These will be set out in each Trust school's Accessibility Plan.

The information on the equality duty will be updated annually and the objectives every 4 years. Each Accessibility Plan is published on each Trust school's website and these plans highlight the Trust school's equality objectives.

The Trust Headteacher will:

- Promote knowledge and understanding of the equality objectives among young people and staff.
- Monitor success in achieving the objectives (via the Trust school's Accessibility Plan).
- Have "due regard" when making a decision or taking an action to whether it may have particular implications for people with particular protected characteristics

The Trust's Chair of Trustees is the Diversity, Equity, Inclusion and Belonging (DEIB) link.

Eliminating Discrimination

The Trust is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct. These include:

- Admissions Policy
- Each Trust school's approach to the curriculum
- Exclusions
- Recruitment and Retention
- Complaints
- Grievances

This is not an exhaustive list.

Our Trust workforce is regularly reminded of their responsibilities under the Equality Act 2010. Unconscious bias training is completed by our Trustees, Governors and Trust and School Leaders.

Advancing Equality of Opportunity

Our Trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people that are connected to a particular characteristic they have (e.g. young people with disabilities, or young people that identify as LGBTQIA+ who are being subjected to homophobic bullying).
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

In fulfilling this aspect of the duty, our Trust schools will:

- Publish attainment data each academic year showing how young people with different characteristics are performing, including those who are disadvantaged/PP and/or have SEND needs.
- Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information.
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying).
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our young people.
- Publish the Gender Pay-Gap Report.

Fostering Good Relations

Our Trust family of schools aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting mutual respect, 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 (our More in Common curriculum), but also activities in other curriculum areas, particularly our work on Belonging and Togetherness. For example, as part of teaching and learning in English/reading, young people will be introduced to literature from a range of cultures.

- Holding assemblies dealing with relevant issues. Young people 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 businesses and local faith groups to speak at assemblies, and organising school trips and activities based around the local community.
- Encouraging and implementing initiatives to address tensions between different groups of young people within our schools. For e.g, our school councils have representatives from different year groups and are formed of young people from a range of backgrounds.
- All young people are encouraged to participate in their school's activities, such as sports clubs. We also work with parents/carers to promote knowledge and understanding of different cultures.
- Include children from all schools and all backgrounds in Trust-wide activities.

Equality Considerations in Decision-Making

Our Trust family of schools ensures it has due regard to equality considerations whenever significant decisions are made.

Our Trust always considers the impact of significant decisions on particular groups. For e.g, when an educational visit or activity is being planned, every one of our schools consider whether the trip:

- Cuts across any religious holidays
- Is accessible to young people with disabilities
- Has equivalent facilities for boys and girls.

Equality Objectives

Objective 1

Have in place a reasonable adjustment agreement for all colleagues with disabilities to meet their needs better and make sure that any disadvantages they experience are addressed.

Why we have chosen this objective: it provides a more granular focus on our journey to becoming a Disability Confident Leader.

To achieve this objective we plan to: review all colleague needs and ensure any reasonable adjustments are in place by July 2027.

July 2026: This is complete in 50% of our schools and work on this objective is ongoing.

Objective 2

Ensure all of our layers of governance are representative of the community we serve.

Why we have chosen this objective: our Trust is very passionate about the community it serves, it is at the heart of Batley and we want to ensure community voice is represented and heard at decision-making level.

To achieve this objective we plan to: continually review our governance structure and monitor the representation levels, and adapt our recruitment strategies accordingly.

July 2026: throughout the 2025/26 academic year, the Trust recruited 11 governance volunteers across Member, Trustee and Governor levels. 45% of these recruits are members of the Batley community.

Objective 3a

Fully implement the Global Equality Collective (GEC) platform across our family of schools. The GEC Platform is a cloud based analytical tool for schools and educational organisations allowing them to address diversity and inclusion "real time".

Why we have chosen this objective: our Trust wants to ensure it has a strong and effective equality, diversity and inclusivity strategy. This platform will enable the Trust to analyse key equality and diversity information and inform the next steps in creating extraordinarily inclusive classrooms.

To achieve this objective we plan to: engage all learners and colleagues. Regularly survey our stakeholders on this area and achieve our GEC badge.

July 2026: the Global Equality Collective (GEC) is now fully implemented across the family of schools and the Trust has now further developed this objective (3b below).

Objective 3b

Implement the Belonging and Togetherness charter and framework across our Trust family of schools, building on work from the GEC.

Why we have chosen this objective: to further develop and strengthen the DEIB culture across the Trust's family of schools.

To achieve this objective we plan to: continue to regularly survey our key stakeholders and compare to national benchmarks (3 yearly cycle of: colleagues, parents/carers and learners) and report on Belonging and Togetherness through these surveys to Governors and Trustees.

Objective 4

Establish a DEIB group in every school where there are learners and colleagues that hold the role of DEIB Champions who support a curriculum that is accessible to all with high-quality curriculum enrichment.

Why we have chosen this objective: to raise the profile of and promote the importance of DEIB across our Trust family of schools.

To achieve this objective we plan to:

- Establish a DEIB group in every school.
- Every school has a DEIB learner champion.
- Every school has a DEIB colleague champion.
- Every school has a DEIB link Governor.

July 2026: this is in place in 6 of our 8 schools and remains an ongoing objective linked to the further development of objective 3.

Monitoring Arrangements

The CEO and Trust Headteachers will monitor the effectiveness of this policy annually. This document will be reviewed by the Board of Trustees at least every 4 years.