



Equality Objectives 2025-2029

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1. Introduction and Aims

SHINE Academies aims to meet its obligations under the public sector equality duty 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

We aim to promote respect for difference and diversity in accordance with our values

Collaborative
Compassionate
Courageous

2. Relevant 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 the [Department for Education \(DfE\) advice for schools on the Equality Act](#), 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](#).

This document also complies with our funding agreement and articles of association.

3. Roles and Responsibilities

3.1 The Board of Trustees

The Board of Trustees will:

- Ensure that the trust and all schools comply with the Equalities Act 2010.
- 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.
- Ensure that the published policy and procedures are followed.
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the SHINE Central Team, and for school specific objectives, to the Headteacher / Head of School.

3.2 The Headteacher / Head of School

The Headteacher/Head of School will, for their school:

- Promote knowledge and understanding of the trust/school equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

3.3 All staff across the trust will

- Have regard to this document and to work to achieve the school and trust objectives
- To recognise and deal with breaches of the equality act.
- To promote equality for all.

4. 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.

Trustees, local governors, and all staff are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

This document provides the overarching objectives for SHINE Academies. Each school may wish to determine their own school specific equality objectives which will be reviewed by the Headteacher every four years.

5. Advancing Equality of Opportunity

As set out in the DfE guidance on the Equality Act, the trust aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected by a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have an identified characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)

5.1 Publishing information about pupils

In fulfilling this aspect of the duty the trust will, for every school:

- Publish attainment data for each school each academic year showing how pupils with different characteristics are performing
- 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).

Relevant information about each school will be published on their individual websites.

5.2 Publishing information about staff

In addition to the information about pupils, we will consider how our activities as an employer affect staff with protected characteristics. As a trust, we will:

- Report information to trustees on the make-up of our workforce, applications for flexible working and grievances and disciplinary issues linked to protected characteristics
- Publish gender pay gap reporting and other equality issues
- Gather information from staff surveys
- Ensure that HR policies and procedures comply with the requirements of the Equality Act 2010
- Undertake Equality Impact Assessments when conducting projects impacting employees

We will make sure that with any data we publish to show how we meet our equality duties, individual staff or pupils will not be identifiable. This means we may suppress some data if it relates to a very small number of staff or pupils to preserve their confidentiality.

6. Fostering Good Relations

The Trust 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 the curriculum. This includes teaching in RE 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.
- Holding assemblies dealing with relevant issues.
- Making sure schools work with their local community. This includes each school 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 each school. For example, school councils have representatives from different year groups and are formed of pupils from a range of backgrounds. All pupils are encouraged to participate in their schools' activities, such as sports clubs. Schools also work with parents to promote knowledge and understanding of different cultures
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop how they implement their approach.

7. Equality Considerations in Decision Making

The Trust ensures it has due regard to equality considerations whenever significant decisions are made.

In all of our schools, we will always consider 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 all pupils irrespective of their gender

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.

8. Equality Objectives

Objective 1 – Trust Wide Objective

To undertake a Trust-wide analysis of equal opportunities on a four-year basis, first to be carried out by end of the 2024-25 academic year.

To achieve this objective, we plan to:

- Conduct checks and audits across the Trust around personnel – recruitment, CPD and ongoing personal development to ensure that all staff and prospective staff are being treated fairly and equally.

Progress we are making towards this objective: To be updated January 2026

Objective 2 - Trust-Wide Objective

To develop and finalise a Trust-wide Equality, Inclusion and Diversity Strategy by December 2026.

To achieve this objective, we plan to:

- Review data and findings from the Trust-wide analysis of equal opportunities to inform and devise the SHINE Equality, Diversity and Inclusion strategy.

Progress we are making towards this objective: To be updated January 2026

Objective 3 – School Objective

To promote cultural development and understanding through a rich range of experiences, both in and beyond the school.

To achieve this objective, we plan to:

- Learn about different cultures and celebrate special days from cultures within our community.
- Hold Awareness Days/Weeks to educate pupils about some of the protected characteristics.
- Establish and maintain links with local community groups.
- Deliver a diverse curriculum that represents community.
- Provide a Personal Development curriculum that is regularly reviewed to reflect the dynamic changes affecting our local area and its ever-evolving context.

Progress we are making towards this objective: To be updated January 2026

Objective 4 School Objective

To narrow the gap in attainment in all subjects between different groups (boys and girls, pupil premium and non-pupil premium, SEND/non-SEND).

To achieve this objective, we plan to:

- Deploy targeted professional development to ensure high quality teaching.
- Hold regular pupil progress meetings to identify lower performing groups.
- Offer interventions in place for children falling behind.
- Establish and maintain relationships with a range of professionals as well as families to identify barriers to learning.

Progress we are making towards this objective: To be updated January 2026

9. Monitoring and Review

The Head of People at SHINE Academies will update the equality information we publish, described in sections [4 to 7 above], at least every year.

This document will be reviewed and approved by SHINE Academies Board of Trustees at least every 4 years.

10. Related Policies

This policy should be read alongside the school's policies on:

- Accessibility Plan
- Risk Assessments