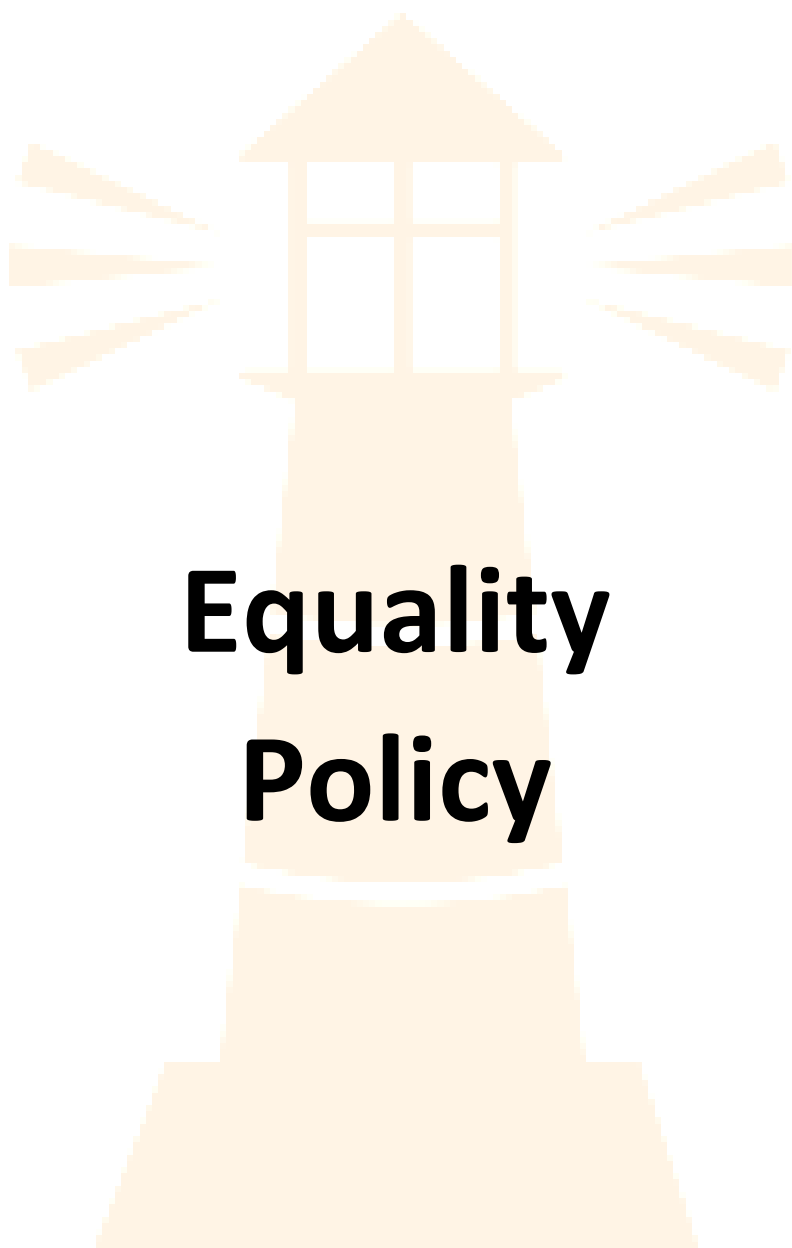




Policy:	Equality Policy
Version:	V3.0
Approved by:	
Date Reviewed:	June 2026
Next Review:	June 2027

Introduction

Breakthrough Transformation Trust is committed to creating an environment where everyone feels safe, respected and included.

We aim to:

- Remove discrimination
- Promote equality and fairness
- Support everyone to reach their full potential

This policy follows the Equality Act 2010 and applies to all areas of the Trust.

Our Commitment

We will:

- Treat everyone with dignity and respect
- Provide equal opportunities for students, staff and visitors
- Make reasonable adjustments to remove barriers
- Challenge discrimination, prejudice and bullying
- Promote understanding and respect for differences

We want a culture where everyone belongs and can succeed.

Expectations for Students

Students are expected to:

- Treat others with respect and kindness
- Accept and value differences
- Not use discriminatory language or behaviour
- Speak to staff if they feel unsafe or treated unfairly

Students can expect the Trust to:

- Provide a safe and inclusive environment
- Support their individual needs
- Act quickly on bullying or discrimination
- Help them understand equality and diversity

We will support all students to:

- Take part in learning and activities
- Build confidence and self-esteem
- Achieve their full potential

Expectations for Staff

Staff are expected to:

- Be positive role models in behaviour and language
- Treat all students, colleagues and visitors fairly
- Challenge discrimination and inappropriate behaviour
- Support inclusive teaching and learning
- Understand and follow equality law and policy

Staff must:

- Report and respond to bullying or discrimination
- Make reasonable adjustments where needed
- Keep their knowledge up to date through training

Staff can expect:

- A workplace free from discrimination and harassment
- Support to carry out their role fairly and safely

Expectations for Visitors and the Wider Community

Visitors (including parents, contractors and partners) must:

- Treat staff and students with respect
- Follow the Trust's equality expectations
- Avoid discriminatory language or behaviour

Equality in Practice

We will:

- Adapt teaching and support to meet student needs
- Ensure learning is accessible for all
- Monitor progress to identify and remove barriers
- Promote positive attitudes through the curriculum
- Plan activities that celebrate diversity

We will also:

- Ensure fair access to school trips, activities and opportunities
- Work with external professionals when needed
- Listen to the views of students, staff and families

Dealing with Bullying and Discrimination

We take all incidents seriously.

We will:

- Record and investigate concerns
- Take appropriate action
- Support those affected
- Take steps to prevent it happening again
- This includes prejudice-related bullying (e.g. racism, sexism, homophobia, disability discrimination).

Legal Duties

Under the Equality Act 2010, we must:

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relationships between people
- We apply these duties in all decisions, policies and actions.

Protected Characteristics

We protect people from discrimination based on:

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

Responsibilities

Trustees

Ensure legal compliance

Monitor policy implementation

Senior Leaders

Put the policy into practice

Support and train staff

Act on any discrimination concerns

All Staff

Follow this policy

Promote equality

Challenge discrimination

Students

Treat others fairly

Speak up about concerns

Monitoring and Review

We will:

Regularly review this policy

Monitor equality data and trends

Use feedback to improve practice

Final Statement

At Breakthrough, equality is not just a legal duty — it is part of who we are.

We are committed to building a community where:

- Everyone feels valued
- Everyone is treated fairly
- Everyone has the opportunity to succeed

Policy Version and Date	Summary of Change	Amended by	Implementation Date
Version 1.0	New policy		
Version 2.0			
Version 3.0			June 2025