

Equity, Equality, Diversity and Inclusion Statement



EQUITY, EQUALITY, DIVERSITY AND INCLUSION STATEMENT

This statement applies to our pupils, prospective pupils, employees, workers, job applicants, volunteers, governors/trustees, agency staff, contractors and other people who engage with our academies and the Trust. It covers all protected characteristics under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership (staff only), pregnancy and maternity, race, religion or belief, sex and sexual orientation).

At Omnia Learning Trust we believe that everyone should have equitable opportunities in life, and want to make sure everyone who works with us and attend our schools are treated with dignity and respect as an individual, without assumptions or unfair treatment linked to protected characteristics, circumstances or life experiences, while recognising that we may lawfully use equality information to understand and address barriers to inclusion.

We will support disabled pupils and staff by making reasonable adjustments where needed, including providing auxiliary aids and services, and by removing barriers to access and participation across our academies.

In line with the policy of the Omnia Learning Trust, none of our pupils, nor employees will be discriminated against on any grounds in accordance with the Equality Act 2010, and we will have due regard to the need to eliminate discrimination and harassment, advance equality of opportunity and foster good relations. We as individuals and as an organisation are committed to providing a learning, working and social environment in which the rights and dignity of individuals are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment, including bullying or victimisation.

Overall accountability sits with the OLT Board, supported by the CEO and Trust leaders, with Headteachers/Principals responsible for implementation within their Academies. The Trust will monitor and review equality practice and outcomes through appropriate Trust and Academy processes, and will publish equality information and equality objectives in line with its public sector duties.

Concerns about discrimination, harassment, bullying or victimisation should be raised as soon as possible via the relevant Trust or Academy procedure, and will be addressed promptly and fairly. Staff should use the Grievance and/or Whistleblowing procedures as appropriate, and pupils/parents/carers should use the Academy complaints process; safeguarding concerns must be reported via the safeguarding procedures.

Review Schedule

Policy	OLT Equity, Equality, Diversity and Inclusion Statement
Review schedule	Annual. This statement supports the Trust's equality duties, but it does not replace the separate requirement for academies and academy trusts to publish equality information and equality objectives.
Statutory Policy	Yes
Policy owner	CEO
Lead Reviewer	CEO
Approver and date of last approval	OLT Board, 19 th May 2026
Key review dates	Changes made
06 January 2015	Written
August 2020	No changes made
November 2020	Minor wording changes, none to the content/meaning.
November 2021	Statement wording updated and additional paragraph included. Wording/meaning not affected
November 2022	No changes made. Approved by OLT Board 29.11.22
February 2023	External review by Diverse Matters (EDI specialist)
May 2023	Reviewed and approved by OLT Board
May 2024	Reviewed and approved by OLT Board
May 2025	Reviewed, no changes proposed. Recommend external review during 25/26
May 2026:	Reviewed by external HR provision to ensure compliance with legislation and statutory guidance.