



## **Hanley and Upton Educational Trust - Equality Statement**

The Hanley and Upton Educational Trust (HUET) is fully committed to fulfilling its statutory responsibilities under the Public Sector Equality Duty (PSED), as set out in the Equality Act 2010 and Department for Education guidance. In accordance with our Equalities Policy, the Trust publishes this statement to demonstrate compliance with the Duty and to outline how we actively promote equality for our students, employees, and all those engaged in our wider community.

As an educational Trust, we recognise that advancing equality is fundamental to delivering high-quality education. We are committed to fostering an inclusive culture in which every individual, regardless of background, identity, or circumstance, is valued and supported to flourish. By embedding the principles of equality, diversity, and inclusion across all aspects of our work, we seek to create a safe, welcoming, and aspirational environment where all learners can fulfil their potential and thrive beyond school.

### **How is the HUET meeting the Equality Duty?**

HUET continues to take proactive, evidence-informed steps to eliminate discrimination, advance equality of opportunity, and foster positive relations across its schools. Our equality objectives shape strategic planning and permeate our Trust-wide priorities each year.

#### **Eliminate Unlawful Discrimination**

We work to remove discrimination, harassment, and any conduct prohibited by the Equality Act 2010 by:

- Conducting regular reviews and impact analyses of Trust and school policies to ensure they comply with legislation and actively promote equality.
- Monitoring student and staff wellbeing and responding promptly with targeted support where concerns arise.
- Enhancing the accessibility of our sites to ensure our environments are inclusive and usable by all.
- Addressing incidents of discrimination or harassment swiftly and robustly, supported by ongoing training for senior leaders to strengthen equality-related decision-making and practice.

#### **Advancing Equality of Opportunity**

We promote equitable outcomes and access to opportunities by:

- Monitoring the performance, progress, and attendance of key student groups such as those with SEND, disadvantaged students, gender groups, children who are looked after, and those of different racial or ethnic backgrounds; and setting ambitious expectations for all.
- Continually refining our curriculum, including PSHE, RSE, and wider personal development programmes, to build understanding, respect, and appreciation of different cultures, identities, and lived experiences.
- Taking practical steps to meet the specific needs of students and staff with protected characteristics, ensuring appropriate adjustments and support are in place.

#### **Fostering Good Relations**

We build mutual respect and positive relationships within our school communities by:

- Conducting annual stakeholder surveys, delivered by an external provider, to gain meaningful insight into Trust culture, community experience, and the impact of our policies.
- Supporting the professional learning and development of all staff so that our workforce is confident, skilled, and inclusive in its practice.
- Using stakeholder feedback to inform continuous improvement, ensuring engagement levels and perceptions of equality are consistently strong across groups with and without protected characteristics.

This statement was approved by the Board of Trustees on **26 March 2026**.