

Thomas Telford Multi Academy Trust



Equality, Diversity and Inclusion

Statement of Intent

Approved at TTMAT Board: 26 February 2026

Document Details

Description	This document sets out the commitment of TTMAT Academies/Schools to Equality, Diversity and Inclusivity
Member of Staff Responsible for document review	TTMAT Executive Advisor
Relevant Guidance/Advice/ Legal Reference	The Equality Act 2010 The Equality Act 2010 (Specific Duties) Regulations 2011 DfE School Teachers' Pay and Conditions
Adopted by	Trust Board
Version	V1.1 September 2025
Date	Autumn Term 2025
Review Period	Annually
Date of Next Review	Summer Term 2026
Data Protection (GDPR)	Data will be processed to be in line with our requirements and protections set out in the UK General Data Protection Regulation, Data Protection Act as amended by the Data (Use and Access) Act 2025.

Change Record

Version	Date	Description
1.1	June 2025	Draft document for consultation
1.2	January 2026	Updates following Headteachers Feedback
1.3	February 2026	Approved by the TTMAT Board
1.4	September 2026	Minor wording amendments with no material changes to policy.

Equal Opportunities Statement

Thomas Telford Multi Academy Trust (TTMAT or the Trust) and its schools are committed to promoting, maintaining and supporting equality, diversity and inclusion in both employment and education provision. TTMAT takes a zero-tolerance approach to discrimination in any form and aims to ensure that everyone is treated fairly, with dignity and respect. As the employer, the Trust recognises its legal duty to provide opportunities for learning and employment in an environment which is fair and without discrimination.

TTMAT assumes a strategic responsibility to ensure that Equality, Diversity and Inclusion practices are implemented and TTMAT will comply with the requirements of the Equality Act 2010 and its subsequent provisions. The operational implementation of this policy lies with individual schools.

This document covers all protected characteristics as defined by the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. TTMAT schools play a lead role in promoting Equality, Diversity and Inclusion in their settings, as outlined in their individual policies and specific and measurable Equality Objectives. Operational responsibility for Equality, Diversity and Inclusion Policies and School Equality Objectives lies with individual schools and Headteachers.

The Equality Act 2010 protects individuals from discrimination based on the following:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Regulatory Framework

The document complies with the Equality Act 2010 and other relevant legislation and guidance.

Related Individual School Policies

- Accessibility Policy
- Admissions Policy
- Anti-Bullying Policy
- Behaviour Policy
- Complaints Policy
- Curriculum Policy
- Safeguarding and Child Protection Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Staff Recruitment and HR Policies.
- Whistleblowing Policy

Scope and Application

This document applies to:

- Employees and prospective employees (job applicants and prospective applicants) of TTMAT.
- Former employees with regards to the provision of an employment reference.
- Contractors, sub-contractors, consultants, trustees, members and volunteers.
- Pupils and their parents/carers within the Trust.

All groups are expected to adhere to the principles set out in this document. This Statement of Intent does not form part of any employee's contract of employment and may be amended at any time.

Consultation and Engagement

This Statement of Intent has been developed in consultation with the Executive Team, Senior Leaders and Headteachers.

Unlawful Behaviour

This Statement of Intent encompasses all types of unlawful behaviour including direct discrimination, indirect discrimination, harassment, and victimisation.

Purpose

The aims are:

- To promote equal treatment, ensuring that all individuals are treated equally and fairly in all aspects of employment and education.
- To communicate to all stakeholders our commitment to equal opportunities.
- To foster positive attitudes and promote an environment in which the contributions of all staff are valued, and to deal any concerns swiftly and fairly.

Public Sector Equality Duty (PSED)

The Trust and its schools are committed to meeting the PSED by eliminating discrimination, harassment, victimisation and any other conduct that is prohibited, by advancing equality of opportunity, and by fostering good relations between people who share a protected characteristic and those who do not.

TTMAT schools will consider what reasonable adjustments or support may be appropriate for employees who are or become disabled.

Proactive Measures to Promote Equality

Training and Development

Staff receive appropriate training on the schools' behavioural and safeguarding policies, including:

- The schools' position on race equality and what constitutes a racist incident.
- The procedures for dealing with incidents and actions following an incident which has been reported by a child, parent/carer, member of staff or visitor to the schools.
- The procedures for reporting incidents, including racist incidents and sexual harassment.

Inclusive Curriculum

TTMAT schools are committed to developing and implementing an inclusive curriculum, that reflects the diverse backgrounds and experiences of all students. The curriculum is crucial to tackling inequalities, including gender stereotyping, preventing bullying and raising attainment for certain groups. TTMAT schools will endeavour to help students to value diversity and challenge prejudice and stereotyping.

TTMAT schools aim to enable all pupils to take part as fully as possible in every part of school life, by developing each child's self-confidence, by encouraging them to achieve their full potential and by planning reasonable adjustments for disabled pupils.

Recruitment Practices

TTMAT is committed to implementing recruitment practices that attract a diverse range of candidates, ensuring equal opportunities for all.

The Trust seeks to appoint the most suitable applicant for the job and will ensure that the recruitment and selection of staff is conducted in a professional, timely and responsive manner.

Confirmation of the right to work in the UK will be sought from all employees and potential employees. TTMAT schools will not make assumptions about immigration status and will treat all applicants equally.

Monitoring and Reporting

Each TTMAT school has a named person responsible for Equality, Diversity and Inclusion and Headteachers comply with Equality legislation, their individual Equality Policy and all relevant procedures are followed.

Breaches of Policy

Any breaches of School policies will be dealt with in accordance with the individual TTMAT School's Disciplinary Procedure.