



Equality, Diversity and Inclusion Policy

Current Version: Autumn Term 2025

Next Review: Autumn Term 2027

Author: Isobel Hepworth, Assistant Principal

Mission Statement

At Pix Brook Academy (PBA), we are committed to ensuring equality of education and opportunity for all students, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, religion and belief, or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of students will be monitored by race, gender and disability, and we will use this data to support students, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes, and creating an environment which champions respect for all. At Pix Brook Academy, we aim to make diversity a strength, respected and celebrated by all who learn, teach and visit here.

This policy should be read in conjunction with the BEST Equality Policy which sets out our legal obligations and roles and responsibilities.

1. Guidance relating to school policies

Admissions, Suspension and Exclusions

Bedfordshire Schools Trust (BEST) admissions arrangements are fair and transparent, and do not discriminate on the basis of protected characteristics as defined by the Equality Act 2010. Exclusions always follow PBA's Behaviour Policy, and the academy closely monitors exclusion data to ensure fairness and identify any patterns that may suggest bias or indirect discrimination.

Teaching and Learning

PBA aims to provide all students with the opportunity to achieve, excel and reach their potential. To do this, the academy will ensure equality of access for all students and prepare them for life in a diverse society. The academy will have high expectations for every learner and actively address any gaps in achievement.

Under the Equality Act 2010, schools are required to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations among all. PBA ensures this by:

- Ensuring that every student has equal access to learning opportunities and is well prepared for life in a diverse and inclusive society.
- Maintaining high expectations and aspirations for all students, regardless of background or circumstance.
- Monitoring achievement data across ethnicity, gender, and disability to identify and address any gaps in progress or attainment.
- Planning future learning and set challenging targets that take account of each student's individual achievement and potential.
- Using curriculum materials and resources that reflect the diversity of the academy, local community, and wider society – ensuring representation without stereotypes in teaching resources, promotional materials, and online content.
- Taking active steps to decolonise the curriculum, ensuring all students can see themselves represented and valued within it.
- Promoting positive attitudes and values that challenge prejudice and discriminatory behaviour through assemblies, tutor sessions, displays, and social media.
- Providing regular opportunities for students to appreciate their own culture while celebrating and learning from the diversity of others.
- Engaging parents and carers as partners in their child's education to strengthen inclusive practice and student achievement.
- Encouraging open discussion on equality, diversity, and inclusion within the curriculum to help students reflect critically on social stereotypes and bias.
- Using inclusive teaching methods and classroom approaches that reflect and respect the experiences of all students across the academy.
- Applying contextual data and evidence to refine and improve the support offered to individuals and groups, ensuring equitable access to success.

Equal Opportunities for Staff

PBA is committed to implementing equal opportunities principles and promoting equality in all aspects of staffing and employment. Recruitment, promotion and pay are based solely on merit, and we aim to ensure that staffing reflects the diversity of our community. PBA follows all duties set out in the Equality Act 2010 regarding employment and actively prevents discrimination and harassment in the workplace.

Race Equality

The Equality Act 2010 defines race as including colour, nationality (including citizenship), and ethnic or national origins. PBA promotes racial equality by fostering an inclusive environment that values cultural diversity and challenges racism or xenophobia. Curriculum materials and events celebrate global cultures, and racist incidents are recorded, monitored, and reported in line with statutory guidance.

Employer Duties

As an employer, Pix Brook Academy (PBA) is committed to eliminating discrimination and harassment within all employment practices and to actively promoting equality and inclusion across its workforce.

Equality considerations – including gender, race, disability, sexual orientation, gender reassignment, faith or religion – are integral to decision-making when recruiting staff, allocating Teaching and Learning Responsibilities (TLRs), or reviewing staffing structures. All employment decisions must be objective, transparent, and free from bias.

To ensure this commitment is upheld, PBA will:

- Monitor recruitment, retention, and staff wellbeing, including the prevention and management of bullying and harassment.
- Provide ongoing professional development opportunities that support all staff in progressing within their roles and achieving their career aspirations.
- Ensure Senior Leadership Team oversight and accountability for promoting equality of opportunity and maintaining a fair, inclusive working environment.
- Regularly review employment policies and practices to ensure compliance with current equality legislation and best practice standards.
- Encourage an open and supportive culture in which all staff feel valued, respected, and able to raise concerns without fear of discrimination or reprisal.

Disability

This section should be read in conjunction with PBA's Special Educational Needs Policy and Accessibility Plan. The Equality Act 2010 defines a disability as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. PBA will make reasonable adjustments to remove barriers for students and staff with disabilities, ensuring they are fully included in the life of the academy.

Gender Equality and Identity

Under the Public Sector Equality Duty (PSED), PBA must eliminate discrimination on the basis of gender and promote equality of opportunity for all, including transgender people. The academy recognises that gender identity exists on a spectrum and that all individuals have the right to express their gender safely and respectfully.

The Sex Discrimination (Gender Reassignment) Regulations 1999 make it unlawful to discriminate against an individual who intends to undergo, is undergoing, or has undergone gender reassignment. PBA supports transgender students and staff by providing pastoral care, privacy, and adjustments to facilities or uniform as appropriate.

Sexual Orientation / Religion or Belief

The Equality Act (Sexual Orientation) Regulations 2007 make it unlawful to discriminate in education, employment or the provision of services on the basis of sexual orientation. PBA ensures that all students feel safe and valued regardless of their sexual orientation, and actively promotes understanding of LGBTQ+ inclusion.

Under the Equality Act 2010, individuals are also protected against discrimination based on religion or belief, or lack thereof. PBA promotes mutual respect and tolerance of different faiths and beliefs, ensuring religious observance is accommodated where practicable, including in areas such as dietary needs and uniform.

Fostering and Adoption

Staff undertaking the foster-to-adopt or adoption process will be supported sensitively to feel secure in their identity and family situation. PBA acknowledges that family is formed in many ways and avoids language that could make students feel excluded or uncomfortable. Absences related to contact sessions are managed compassionately.

Tackling Discrimination

Harassment or victimisation due to any protected characteristic is unacceptable and will not be tolerated at PBA. All staff are responsible for identifying and addressing discriminatory behaviour. Incidents are recorded and reviewed to inform ongoing policy improvements and reported to the governing body and local authority termly.

What is a Discriminatory Incident?

Under the Equality Act 2010, harassment is defined as:

“Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.”

Victimisation occurs when an individual is treated less favourably than they otherwise would have been because they have carried out a “prohibited act” under the Act – for example, making or supporting a complaint or allegation of discrimination.

Discriminatory incidents may be isolated events or part of a pattern of behaviour, and can occur between students, between staff, or between staff and students. All incidents are taken seriously and dealt with in line with academy policy.

Types of Discriminatory Incident

Discriminatory incidents can take many forms, including but not limited to:

- Physical assault directed at an individual or group because of their race, ethnicity, nationality, disability, sexual orientation, or gender identity.
- Use of derogatory or offensive language, including insults, slurs, or jokes targeting a protected characteristic.
- Display or creation of discriminatory graffiti, whether written, drawn, or digital.
- Provocative behaviour, such as wearing racist, sexist, homophobic, transphobic, or discriminatory badges, insignia, or clothing.
- Online discrimination or cyberbullying, including posting or sharing discriminatory material, comments, images, or threats on social media or messaging platforms.
- Bringing discriminatory materials into the academy environment, including printed or digital content.
- Verbal or non-verbal abuse, threats, gestures, or intimidating body language directed towards others in or out of lessons.
- Inciting others to engage in discrimination, harassment, or bullying on the basis of race, disability, gender identity, religion, or sexual orientation.
- Discriminatory comments made during discussions, lessons, or social interactions.
- Encouraging or attempting to recruit others to discriminatory or extremist organisations or groups.
- Ridiculing individuals for personal or cultural differences (e.g. clothing, food, music, accent, or religious practice).
- Refusing to work or cooperate with others based on their protected characteristics.
- Making assumptions or stereotypes about others because of perceived differences.
- Tampering with or damaging belongings due to discriminatory motives.
- Deliberate exclusion or isolation, such as leaving individuals out or treating them differently because of a protected characteristic.
- Pressuring individuals to change their appearance or behaviour to “fit in” or to conform to discriminatory expectations.
- Engaging in intimidating or threatening conduct that undermines another person’s safety, dignity, or confidence.

2. Guidance relating to procedure

Changing/Toilet Facilities

There is provision within the Academy for unisex toilets. Transgender students will be able to use these facilities sensitively and appropriately. PBA has 7 separate unisex toilets across the site in addition to individually sexed toilet blocks. In terms of changing for PE students can change using an alternative provision. This decision would be made in partnership with Parents/Carers.

Academy Uniform

Transgender students will be expected to follow the Academy Uniform Policy, which covers uniform,

make-up and jewellery. At PBA, we have adopted a gender-neutral uniform which has numerous unisex options. Students are allowed to partake in PE uniform in the uniform that applies to their identified gender. We will also provide separate changing facilities where required.

The only branded items that students are required to have is as follows;

The jumper or cardigan in KS2

The PE t-shirt all Years

The Blazer KS3 and 4

The kilt KS3 and 4

The Pix brook tie

Responding to and Reporting Incidents

Pix Brook Academy (PBA) is committed to ensuring that all incidents involving discrimination, harassment, or victimisation are dealt with promptly, fairly, and consistently.

It is essential that both students and staff know how to report an incident and feel confident that their concerns will be taken seriously. Any discriminatory incident can be reported to any member of staff, who must then follow the procedures set out in the academy's Behaviour Policy and Safeguarding Policy to ensure the matter is referred to the appropriate member of the Senior Leadership Team (SLT).

All staff – teaching and non-teaching – have a collective responsibility to address and report incidents, recognising that dealing with such matters effectively is vital to the well-being, safety, and inclusivity of the whole academy community.

To ensure consistency and accountability:

- All reports must be recorded on the academy's reporting systems (e.g. Bromcom and CPOMS) at the earliest opportunity.
- Staff should offer immediate support to any victim, ensuring they feel safe and heard.
- The SLT will review each case and determine appropriate next steps, including interventions, restorative work, or disciplinary action as required.
- Where appropriate, communication with parents or carers of all parties involved will take place in a timely and sensitive manner.
- Serious or repeated incidents will be monitored and reviewed to identify patterns and inform future prevention strategies.

Incident reported → Investigation → Response to victim and family → Recording on Bromcom/CPOMS → Action with year group/school → Response to perpetrator and family

Pix Brook Academy promotes a culture where all members of the school community feel empowered to report discrimination or bullying without fear of retaliation, knowing that the academy will respond with fairness, transparency, and integrity.

Monitoring of Incidents and Publishing Objectives

All logged incidents are reviewed via PBA's internal systems. The data informs how to improve practice and policy.

Equality objectives are reviewed bi-annually.

The EDI policy should be read in conjunction with the following policies:

- The SEND Policy and Accessibility Plan
- The SEND information report
- The Behaviour and Rewards policy
- The Uniform and Appearance policy
- The Anti-Bullying policy