



CASTLEDON EQUALITY AND DIVERSITY POLICY

TO BE READ IN CONJUNCTION WITH THE ZENITH MULTI ACADEMY TRUST INFORMATION AND OBJECTIVES (PUBLIC SECTOR EQUALITY DUTY) STATEMENT FOR PUBLICATION and THE CASTLEDON SCHOOL EQUALITY OBJECTIVES

CREATED	July 2024
LAST REVIEWED AND APPROVED BY GOVERNORS	3.12.25
NEXT REVIEW DATE	Dec 2026

The Equality Act 2010 sets out a clear public sector duty which every member of our school and wider Trust adheres to. We commit to ensure that we do not discriminate against employees on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics). The principles of non-discrimination also apply to how we expect every member of our school community to treat each other, whether they be our employees to treat our employees, pupils, parents and carers, visitors, clients, customers, suppliers and former employees regardless of whether the legal protection of having a protected characteristic applies.

This policy complies with the requirements of the Equality Act 2010. Under the general public sector equality duty of the Equality Act 2010, our school **must** have due regard to the need to: (a) (b) (c) eliminate discrimination, harassment and victimisation; advance equality of opportunity between people who share a protected characteristic and those who do not; and foster good relations between people who share a protected characteristic and those who do not. The duty covers the protected characteristics of race, disability, sex, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment. The first part of the duty - the duty to eliminate discrimination, harassment and victimisation - also applies to the protected characteristic of marriage and civil partnership.

We publish gender pay gap reporting on our website in line with the regulations. As part of the application of this policy. The Zenith Multi Academy Trust (The Trust) may collect, process and store personal data and special categories of data in accordance with our data protection policy. We will comply with the requirements of Data Protection Legislation (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018) in relation to how we collect, hold and share personal data.