

The Pioneers Academy

Equalities Policy

Policy and Procedures • 2026–2027

School	The Pioneers Academy
Policy owner	Headteacher / Proprietor
Effective from	September 2026
Review date	September 2027, or sooner if legislation/guidance changes
Primary statutory/guidance basis	Equality Act 2010; Public Sector Equality Duty where applicable

1. Purpose and Scope

The Pioneers Academy promotes equality of opportunity and seeks to prevent unlawful discrimination, harassment and victimisation. The Academy is committed to treating pupils, staff, families and visitors fairly and with dignity.

2. Policy Statement and Procedures

The Academy will consider the protected characteristics under the Equality Act 2010 when carrying out its duties. Reasonable adjustments will be made for disabled pupils and staff where required.

As an Islamic girls' secondary school, the Academy's admissions, curriculum and operational arrangements will be implemented in accordance with its lawful status and published admissions arrangements.

Incidents involving discriminatory language, harassment or prejudice will be addressed through behaviour and safeguarding procedures as appropriate.

3. Roles and Responsibilities

The Headteacher has overall responsibility for implementation and review. Relevant designated leads coordinate day-to-day arrangements within their area. All staff are expected to follow the policy, maintain appropriate records and raise concerns promptly. Pupils and parents/carers are expected to follow the Academy's published expectations and cooperate with reasonable procedures.

4. Monitoring, Review and Record Keeping

Implementation will be monitored through appropriate records, audits, pupil/parent feedback, incident information, attendance or participation data and review by senior leaders. The policy will be reviewed at least annually unless a different statutory review period applies, and immediately where significant legal or operational changes require it.

5. Related Policies and Guidance

This policy should be read alongside the Academy's safeguarding and child protection arrangements, behaviour policy, attendance procedures, equality arrangements, data protection arrangements and any relevant individual plans or risk assessments.

6. Approval

Approved by: Proprietor / Headteacher (as applicable)

Approval date: _____

Next review: September 2027

References

- Department for Education, Keeping Children Safe in Education 2026, where relevant.
- Department for Education statutory guidance and current legislation relevant to this policy.
- The Pioneers Academy's other current policies and procedures.