



MacIntyre Academies Quest Academy

Equality Policy

Version	Purpose/Change	Responsibility	Date
4	Re written to ensure legal compliance and loss of Mission and Vision statements	School Business Manager	May 2025

Person responsible Principal
Date of first draft: July 2019
Date of staff consultation: July 2019
Date adopted by the Trust Board: Nov 2019
Date of implementation: May 2023
Date reviewed: May 2025
Date of next review: May 2027

Equality Policy

1. Legal Framework and Commitment

Quest Academy is committed to promoting equality and preventing discrimination in line with the Equality Act 2010. This policy establishes our commitment to eliminating discrimination, harassment, and victimisation while advancing equality of opportunity and fostering good relations.

Under the Equality Act 2010, the following nine protected characteristics are safeguarded:

- Race
- Disability
- Sex
- Religion or belief
- Sexual orientation
- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

As a public sector institution, Quest Academy adheres to the Public Sector Equality Duty (PSED) under Section 149 of the Act, which requires us to:

- Eliminate discrimination, harassment, victimisation, and any other prohibited conduct under the Act.
- Advance equality of opportunity between individuals who share a protected characteristic and those who do not.
- Foster good relations between different groups within our Academy community.

2. Accessibility and Inclusion

We regularly review and plan for accessibility improvements across the following areas:

- The Curriculum – Ensuring a high level of accessibility for all learners through curriculum adaptation and review.
- The Physical Environment – Ensuring that premises are accessible and that future developments prioritize accessibility.
- The Delivery of Information – Ensuring that information is available in alternative formats, such as symbols, translations, or accessible formats, in accordance with our duty to make reasonable adjustments under Section 20 of the Act.

The Trustees, Local Advisory Board (LAB), and staff of Quest Academy are fully committed to ensuring equal opportunity for learners, staff, parents/carers, and visitors. We recognise that the diversity of our Academy community is a valuable asset.

3. Anti-Discrimination and Harassment

Quest Academy is committed to providing a safe and inclusive environment, free from discrimination and harassment. We take action against all forms of discrimination, including direct discrimination, indirect

discrimination, harassment, and victimisation.

Harassment, as defined under Section 26 of the Equality Act 2010, includes:

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

We will:

- Ensure staff training on equality and inclusion.
- Monitor and address any reports of discrimination or harassment, whether verbal, physical, or online.
- Actively promote respect for cultural, ethnic, religious, gender, and disability diversity.

4. Equal Opportunities in Employment

MacIntyre Academies Trust ensures equal opportunities for all employees and applicants. As an employer, we are committed to:

- Preventing direct and indirect discrimination in recruitment, promotion, and professional development.
- Making reasonable adjustments for disabled employees, in accordance with our legal duty.
- Regularly reviewing employment policies to identify and eliminate bias.

5. Curriculum and Teaching

Quest Academy ensures a broad, balanced, and inclusive curriculum that:

- Is regularly audited and adapted to support diverse learning needs, particularly those with Autistic Spectrum Disorder (ASD) and Social, Emotional, and Mental Health (SEMH) needs.
- Provides equal access to learning for all learners, with adaptations in place where necessary.
- Encourages representation of diverse backgrounds, cultures, and perspectives in teaching materials.

6. Communication and Accessible Information

Quest Academy is committed to ensuring that all information is accessible and inclusive, including:

- Providing information in alternative formats (e.g., large print, braille, symbols, translated documents, or accessible digital formats) where required.
- Consulting with parents/carers on their preferred method of communication.
- Using assistive technology where necessary to support learning and communication.

7. Complaints and Monitoring

We are committed to openness and transparency in addressing concerns about equality and discrimination. We ensure that:

- Complaints related to discrimination or harassment are handled in line with our Complaints Procedure.
- Complaints are monitored to identify any patterns of inequality or discrimination.
- Where necessary, external agencies may be involved to support investigations and ensure

compliance with equality legislation.

Version	Purpose/Change	Responsibility	Date
2	Use of learners and Academy throughout	School Business Manager (SBM)	Jul 2021
3	Academy replaced school	SBM	May 2023