HORIZONS EDUCATION TRUST

Public Sector Equality Duty

Annual Compliance Statement 2026/27

OUR COMMITMENT

Horizons Education Trust is committed to promoting equality, diversity and inclusion across its academies, ensuring that pupils, employees and members of our wider communities are treated fairly, with dignity and respect.

In accordance with Section 149 of the Equality Act 2010, the Trust recognises its duty to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

HOW WE MEET OUR DUTIES

1. Eliminating discrimination, harassment and victimisation

The Trust has established policies and procedures intended to promote fair treatment and prevent unlawful discrimination, including arrangements for recruitment, employment, grievances and disciplinary matters.

Our recruitment platform supports anonymised shortlisting, helping to reduce the potential for conscious and unconscious bias. Employees undertake annual equality, diversity and inclusion training, supporting awareness of their responsibilities.

2. Advancing equality of opportunity

As a specialist education Trust, we recognise the importance of identifying and addressing barriers to learning, participation and achievement.

Our existing equality planning priorities include accessibility of premises and facilities, development of SEND provision, staff training and professional development, and opportunities for parental engagement.

The Trust also recognises its responsibilities to consider and implement reasonable adjustments where required, supporting equitable access to education and employment.

3. Fostering good relations

The Trust seeks to promote positive relationships, mutual respect and understanding throughout its academies and wider communities.

Our approach includes opportunities for employee voice, engagement with parents and carers, and the development of inclusive educational environments.

MONITORING & GOVERNANCE

The Board of Trustees retains overall responsibility for ensuring that the Trust meets its equality obligations, supported by the Executive Team and academy leaders.

Equality considerations are reflected in the Trust's policies and operational arrangements. The Trust will continue to develop its arrangements for monitoring and evidencing compliance with the Public Sector Equality Duty.

PUBLICATION & REVIEW

This statement will be reviewed and updated at least annually to reflect the Trust's current arrangements, activities and evidence of compliance.

The Trust will also publish specific and measurable equality objectives, reviewed and renewed at intervals of no more than four years.

PUBLICATION DATE

November 2026