



Cornwall
Education
Learning Trust

Equality and Diversity Policy

Our Mission

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.



Our Values

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.



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1. Policy Overview

1.1 Policy Purpose and Aims

Cornwall Education Learning Trust (CELT) is committed to promoting equality, valuing diversity and eliminating unlawful discrimination in all aspects of employment and service delivery. We recognise that a diverse and inclusive workforce, where every employee feels valued and respected, is fundamental to delivering an exceptional educational experience for our learners. By fostering an environment where all staff can contribute their unique perspectives and talents, we create the conditions for excellence in teaching and learning.

This policy applies to all individuals working for the organisation at all levels, including trustees, champions, employees, consultants, contractors, volunteers and agency staff. It covers all aspects of employment including recruitment, training, promotion, pay, benefits and termination.

This policy does not form part of any employee's contract of employment and may be amended at any time.

1.2 Policy Approval and Review

Policy Version Number:	1
Approved By:	Resource and Infrastructure
Approved On (Date):	26.01.2026
Review Period:	Annually

1.3 Policy Version History

Policy Version	Date Issued	Summary of Changes
1	26.01.2026	First Issue – No Changes



2. Equality and Diversity Policy

2. Our Commitment

2.1. We will not discriminate against anyone on the basis of:

- Age
- Disability
- Gender reassignment or gender identity
- Marriage or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex or sexual orientation
- Any combination of the above (the protected characteristics)

2.2 These principles apply to how we treat all employees, job applicants, pupils, parents, visitors and other stakeholders.

2.3 We comply with the Equality Act 2010 and are committed to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between people with different protected characteristics

3. Prohibited Conduct

3.1 The following forms of discrimination are prohibited:

- Direct discrimination - treating someone less favourably because of a protected characteristic.
- Indirect discrimination - applying a provision, criterion or practice that disadvantages people with a protected characteristic, unless objectively justified.
- Harassment - unwanted conduct that violates someone's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Victimisation - treating someone less favourably because they have complained about discrimination, supported someone else's complaint, or raised concerns in good faith.
- Discrimination by association (association with someone with a protected characteristic) and discrimination by perception (perception that someone has a protected characteristic) are also prohibited.



4. Key Policy Principles

4.1. Recruitment and Selection

Job criteria will be relevant to the role. Selection will be objective and based on merit. Job advertisements will avoid stereotyping. Questions about pregnancy, gender identity or matters suggesting discriminatory intent will not be asked.

4.2. Training, Promotion and Pay

Training opportunities will be accessible to all employees based on identified needs. Promotion and pay decisions will be based on performance, skills and experience. Benefits and facilities will be available to all eligible employees without unlawful obstacles.

4.3. Reasonable Adjustments

We will make reasonable adjustments to support disabled employees and applicants. We encourage employees to disclose disabilities so we can provide appropriate support. As a Disability Confident Employer, we are committed to inclusivity and accessibility.

4.4. Termination

Redundancy criteria and disciplinary procedures will be applied fairly and objectively without discrimination.

5. Responsibilities

5.1. The governing body/board has overall responsibility for this policy and ensuring compliance with equality legislation.

5.2. Senior leaders must lead by example and ensure those they manage adhere to this policy.

5.3. All employees must act in accordance with this policy, treat others with dignity and not discriminate against or harass colleagues, job applicants or stakeholders.

6. Raising Concerns

6.1. If you believe you have been discriminated against, raise the matter through our grievance procedure. If you believe you have been harassed, raise the matter through our anti-bullying and harassment policy.

6.2. Concerns will be treated confidentially and investigated appropriately. Employees raising genuine concerns will not be victimised. False allegations made in bad faith may result in disciplinary action.

6.3. Breaches of this policy may constitute gross misconduct and could result in dismissal.



7. Monitoring

7.1. This policy is reviewed regularly and we monitor its application to ensure it is working effectively.

