

Equality information and objectives statement

2024-2027

Introduction

The Trust's duties under the Equality Act 2010 are:

- Eliminating discrimination
- Fostering good relationships
- Advancing equality of opportunity

Through the Trust's vision of enabling everyone to flourish there is a clear commitment to ensuring that equality of opportunity is available to all members of the Trust community. This means, not simply treating everybody the same but, understanding and tackling the different barriers which could lead to unequal outcomes or treatment for pupils, staff, parents/carers, trustees, local governors, multi-agency staff linked to school, visitors, volunteers and students on placement.

Equality should permeate all aspects of the organisation's life and is the responsibility of every member of the Trust. Everyone should feel safe, secure, valued and of equal worth. The aim is to provide an environment which is free from unlawful discrimination, harassment or victimisation of any kind. The Trust is committed to educating pupils in an environment which recognises, celebrates and draws upon the diversity of the community and offers equal respect, appropriate support and fair rewards to all pupils. The Trust will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, volunteer or other member of the Trust community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment

- Pregnancy or maternity
- Marriage and civil partnership.

Across the Trust, the aim is to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils, staff and volunteers. The Trust is committed to not only eliminating discrimination, but also increasing understanding of and appreciation for diversity.

Eliminating discrimination

The Trust believes that a greater level of success from pupils, staff and volunteers can be achieved by realising the uniqueness of individuals. The Trust is committed to creating an inclusive environment where individuals feel confident and valued. This environment will be achieved through our five core principles:

- Aspiring to be the best we can be in an ever-changing environment – providing opportunities for all to flourish.
- Cherishing everyone as individuals; appreciating and celebrating diversity.
- Acting with integrity; being open to challenge and being reflective about our practice.
- Treating everyone with dignity and respect.
- Through collaboration, in a nurturing community, enabling all to grow, learn and achieve.

In addition, the Trust is also committed to:

- always treating all members of the Trust community fairly
- developing an understanding of diversity and inclusion and the benefits it can have
- adopting an inclusive attitude and ensuring that the whole Trust community understands what inclusive behaviour looks like and how this aligns with the Trust vision
- ensuring each school's curriculum is balanced, inclusive, diverse and accessible to everyone
- encouraging compassion and open-mindedness
- challenging bias and calling it out.

The Trust believes that pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that they learn to be accepting, understanding and inclusive of those who are different from themselves. Children across the Trust will be encouraged to

explore big questions that invite discussion and provoke a variety of opinions. This will be done in a way that challenges and prevents discrimination and promotes inclusive attitudes.

Dealing with prejudice and celebrating diversity

The Trust does not tolerate any form of prejudice-related incidents, whether direct or indirect. Discrimination against all people within the organisation is taken extremely seriously. When an incident is reported, the Trust is committed to ensuring appropriate action is taken.

Pupils are taught to be:

- understanding of others
- celebratory of diversity
- aspirational to enable them to flourish
- inclusive and respectful of diversity
- aware of what constitutes discriminatory behaviour.

To eliminate prejudice the Trust will:

- implement policies and procedures that are inclusive and prohibit discrimination and unfair treatment of any kind against any member of the Trust community
- foster a culture where there are good relations across all characteristics including between those who share a protected characteristic and those who do not share it

The Trust's employees will:

- promote diversity and equality
- encourage and adopt an inclusive attitude
- lead by example
- undertake training if they need to improve their knowledge in a particular area.

Throughout the year, schools within the Trust provide a variety of opportunities to celebrate diversity, including:

- planning activities for key diversity awareness days
- inviting guest speakers to talk to pupils about diversity

- embedding lessons about diversity into the curriculum.

Equality and dignity in the workplace

Equality of opportunity and non-discrimination extends to the treatment of all members of the Trust community. All staff members are obliged to act in accordance with various policies and procedures relating to equality. The Trust's HR processes ensure that no decisions are made as a result of direct or indirect prejudice.

Diversity, inclusion and representation

Our admissions policy encourages inclusive and diverse school communities. Our schools are open to all children, including those of faith and no faith, and as a result are representative of the communities that they serve.

The Trust policies ensure that our provision and environments are inclusive for all learners.

Conclusion

The Trust's Equal Opportunities Policy further outlines the Trust's commitments and procedures for equality and the continuous work towards a more accepting and respectful environment for our Trust community.

Our published objectives demonstrate how we are working towards this.

Equality Objectives

Our equality objectives are

1. To monitor and analyse pupil achievement by gender, SEN, pupil premium and in year transfers and act on any trends or patterns in the data that require additional support for pupils.
2. To raise levels of attainment in core subjects for vulnerable learners
3. Ensure that the Public Sector Equality Duty informs all policy reviews, decision making and improves the lived experience of our staff and pupils.
4. To review staff related policies and HR procedures to ensure they comply with the Act and the Trust offers equal opportunities to all staff
5. Ensure that the school curriculum promotes role models and heroes that young people positively identify with, who reflect and broaden the diversity of Modern Britain in terms of race, gender and disability

Other policies that promote equality, diversity and inclusion:

- Anti-Bullying Policy
- Admissions Policy
- Adoption and Surrogacy Policy
- Maternity Policy
- Paternity, birth and adoption Policy
- Authorised Special Leave Policy
- Staff Code of Conduct
- Menopause Policy
- RE Policy
- Safer Recruitment Policy
- Curriculum Statement
- EYFS Principles into Practice
- Teaching and Learning Statement
- Sickness Policy
- Staff Attendance Policy
- Supporting Pupils with Medical Conditions
- Whistleblowing Policy

Monitoring and Review

This statement will be reviewed every three years.

The Trust will report annually on the progress made in achieving its equality objectives.