



## **Equalities Statement**

The Trust aims to provide the best possible education for all and fulfil its vision to create outstanding schools which transform learning, lives and communities. Promoting equality is at the heart of everything we do. Our focus is on delivering the best education for all our pupils and maximising their potential.

The Trust is committed to providing an environment free from discrimination, bullying, harassment, and victimisation where all members of its community are treated with respect and dignity. The Trust aims to create a culture of diversity where all members are valued for their contribution.

Our aim is to ensure that these commitments, reinforced by our values, are embedded in our day to day working practices with the Trust community, providing equality of opportunity for all irrespective of:

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

We recognise our obligations under the Public Sector Equality Duty to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

Equality considerations are built into our admissions policies, which are fair and transparent and do not discriminate on the grounds of any of the protected characteristics. We ensure that children with an Education, Health and Care Plan have priority. All students are treated as individuals and specific requirements are put in place to enable the students to reach their maximum potential.

The Trust and its schools have a range of policies and procedures in place to advance equality of opportunity and foster good relations, between people who share a protected characteristic and those who do not, such as target setting and attainment tracking for pupils, training for colleagues and school activities are aimed at promoting inclusion.

The Trust's HR policies and procedures are designed to ensure equality of treatment of all colleagues, ensuring equality of access to continuing development and other training opportunities. Training is provided to colleagues with recruitment and selection responsibilities to include equalities considerations.