

# Equality and Diversity Statement

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## Document Change History

Date:	Version:	Description of Changes:

## Mission Statement

*“To nurture and develop all people in our Trust so that they reach their full potential academically, vocationally, and personally, including being positive role models for future generations in the community. We will achieve this by providing high quality values-based education that cultivates employability and life skills making our schools the first choice for young people, parents, carers, staff and employers.”*

## Values

The values of Respect, Excellence, Collaboration, Independence, Perseverance, Enjoyment, Leadership, Integrity and Care are central to everything we do at the Skills for Life Trust.

## Statement of Equality

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

## Purpose

The Skills for Life Trust values the individuality of all our staff, children and young people

We are committed to giving all our children and young people every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad, balanced and inclusive curriculum, and have high expectations of all our children and young people. The achievement, attitudes and well-being of all our pupils is paramount in all we do.

The **Skills for Life** agenda pervades all areas of the curriculum and school life, through this we expect the school community to promote respect and celebrate difference and the benefits this brings to the Trust.

- We do not discriminate against anyone, be they staff, pupil parent or the wider academy community on the grounds of age, race, ethnicity, religion, faith or belief, attainment, age, disability, gender, sexual orientation, gender reassignment or background (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of

opportunity also apply to the way in which staff and governors treat visitors, volunteers, contractors and former staff members.

- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone
- This Equality statement for the Skills for Life Trust brings together all previous policies, schemes and action plans around equality including those that we had previously for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community.
- We are committed to the development of cohesive communities both within our Trust's physical boundaries and within our local, national and global environments. The Skills for Life Trust embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.
- Our Equality statement is inclusive of our whole school community – pupils/students, staff, parents/carers, visitors and partner agencies - who we have engaged with and who have been actively involved in and contributed to its development.

## **Our commitment to our Children and Young People**

- We promote the principle of fairness and justice for all through the education that we provide. Celebrate richness and diversity of British Society and help prepare our children for their part in that society
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the academy
- Use the ethos of the schools and curriculum to actively challenge perceived prejudices and stereotypical views of gender, sexuality, origin, disability or religion and challenge these views when they occur
- We constantly strive to remove any forms of indirect discrimination that form barriers to learning for some groups
- We value each pupils' worth, we celebrate the individuality and cultural diversity of the community centred on the schools in our academy and we show respect for all minority groups
- Through positive educational experiences and support for each individual's legitimate point of view, we aim to promote positive social attitudes and respect for all
- Promote a positive self-image in all children and young people and to celebrate individuality in accordance with their needs to foster good relations across all protected characteristics
- We seek to eliminate discrimination, harassment and victimisation; - advance equality of opportunity and - foster good relations between groups.
- We aim to listen to and involve pupils, staff, parents and the community in achieving better outcomes for our children and young people

## Our Objectives

We seek to embed equality of access, opportunity and outcome for all members of our Trust community, within all aspects of school life.

We actively seek out opportunities to embrace the following key concepts:

- Shared Humanity. Identifying commonality and shared values, aspirations and needs underpins our approach to equality. We value our fundamental similarities and universality
- Valuing difference and diversity. We appreciate the richness within our differences and look for ways of celebrating and understanding them better
- Interdependence, interaction and influence. We recognise that, as they evolve, distinct cultures, beliefs and lifestyles will impact on and inform each other
- Social cohesion within our schools and within our local communities
- Excellence. We aim to inspire and recognise high personal and collective achievement throughout our community, the UK and the wider world. Excellence is to be found everywhere
- Personal and cultural identity. We will provide opportunities to explore and value the complexity of our personal and cultural identities
- Fairness and social justice. We will develop our understanding of the inequality that exists in society and explore ways of individually and collectively promoting a more equitable society.

## Who this statement protects

The duty to have due regard to the need to eliminate discrimination cover all of those with identified protected characteristics - The Equality Duty covers: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

## Related Policies

- Admissions Policy
- Accessibility Policy
- Behaviour Policy
- Special Educational Needs and Disability Policy
- Safeguarding policy
- Uniform Policy
- Staff Dress code Policy