



**LEARNERs' Trust**

# Equality Information and Objectives Statement

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# 1. Monitoring and review

This statement is reviewed every three years by the **Board of Trustees of The LEARNERS’ Trust**. Any changes made to this policy will be communicated to all members of staff.

All members of staff are required to familiarise themselves with all processes and procedures outlined in this policy as part of their induction programme.

The next scheduled review date for this policy is **July 2027**.

	Chair	06/2024
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We welcome our duties under the Equality Act 2010. The school's general duties with regard to equality are:

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

We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the school community because of their:

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

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

### **Aims to eradicate discrimination**

We believe that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias in order to move the conversation forward.

We are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

### **Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost severity. When an incident is

reported, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The Trust's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The Trust's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, the school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.
- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

## **Diversity, Inclusion and representation**

Throughout our schools we promote a diverse and inclusive curriculum

Schools and multi-academy trusts can promote EDI by ensuring that the curriculum reflects a range of experiences, backgrounds, and perspectives. This can include incorporating literature from diverse authors, discussing issues related to social justice, and including multicultural perspectives in history and social studies.

### **Staff Diversity**

Having a diverse staff can help create an inclusive culture in schools and multi-academy trusts. Recruitment and selection practices should prioritise diversity, and training should be provided to help staff understand and embrace differences.

### **Accessible Facilities**

Schools and multi-academy trusts should provide facilities that are accessible to students and staff with disabilities. This can include wheelchair ramps, elevators, and accessible restrooms.

Throughout our Trust we promote equality, diversity, and inclusion (EDI) among staff in the following ways:

### **Professional Development and Training**

Offer professional development opportunities and training programs focused on EDI for all staff members. These sessions can help increase awareness, understanding, and skills related to diversity and inclusion. Topics may include unconscious bias, cultural competence, and inclusive teaching strategies.

### **Diverse Recruitment and Hiring Practices**

Implement recruitment and hiring practices that prioritise diversity and inclusion. This can involve actively seeking candidates from underrepresented groups and ensuring that job advertisements promote an inclusive and welcoming environment. Additionally, it's important to have diverse representation on interview panels to reduce bias and ensure fair evaluation.

### **Inclusive Policies and Practices:**

Review and update policies and practices to ensure they are inclusive and equitable. This can include policies related to recruitment, promotion, flexible working arrangements, and adaptations for staff with disabilities. Regularly assess and address any potential barriers or biases that may exist within existing policies.

Equality, diversity, and inclusion are essential components of a healthy school culture and should underpin every element of school life. Schools and multi-academy trusts that prioritise EDI create a positive learning environment where every student and staff member can thrive. Promoting EDI among staff is an ongoing process that requires continuous effort and engagement, however, by promoting EDI in every aspect of school life, we can prepare students to live and work in a diverse world.

### **Closing statement**

Prejudice is not tolerated and we are continuously working towards a more accepting and respectful environment for our school community.

The school's **Equality Information and Objectives Policy**, **Pupil Equality, Equity, Diversity and Inclusion Policy** and **Staff Equality, Equity, Diversity and Inclusion Policy** further outline the school's policies regarding equality.