



Equality Information and Objectives Statement

Date policy last reviewed:	December 2024
Version:	1.0
Review date:	September 2025

Opening statement

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

One Trust schools aim to limit and abolish prejudicial incidents and to create a prejudice-free environment through a curriculum that teaches the importance of kindness and acceptance as well as regular assemblies discussing current issues. The schools will monitor and evaluate data relating to incidents of discrimination regularly and update the Local Governing Body and CEO of incidents through the termly HT report. This data will be used to inform the school of what training staff need to support pupils.

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 and calling it out 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 school's employees will not:

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

The school'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 and representation

ONE Trust schools work to ensure that all groups are represented in the school community through representation in the curriculum offer and age-appropriate books and texts.

Inclusion

ONE Trust schools work to ensure that the schools are fully inclusive. Providing a high quality and inclusive education is one of the trust's key priorities and links to the strategic goals and APACE aims as set in the long-term plan.


Closing statement

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

The trust's [Equality Information and Objectives Policy](#), [Pupil Equality, Equity, Diversity and Inclusion Policy](#) and [Staff Equality, Equity, Diversity and Inclusion Policy](#) further outline the trust's policies regarding equality.

Version Number	Purpose / Change	Author	Date
0.1	Created for MAT set up	Julie Stuart	February 2024
1.0	Annual Review	Julie Stuart	December 2024
Review update			September 2025

Signed by:

Chair of Trustee Board	Helen Richardson	
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