



We embrace the aims of the public sector Equality duties to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who have a shared characteristic and those who do not

The values and ethos of our schools must clearly reflect our commitment to fully inclusive practice in all areas of our work, respect for all members of our communities and promoting British values.

Our objectives for 2019 – 2020 include:

- ensuring that staff and all those in governance roles are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility in this regard
- promoting cultural understanding, awareness and tolerance of different beliefs and lifestyles
- ensuring the curriculum overtly champions the principles of tolerance and respect and develops in our students, who live in largely mono-cultural communities, a fuller understanding and appreciation of a diverse culture in multi-racial Britain
- promoting mental health awareness for staff and students
- seeking to close the gaps in attainment and achievement for all groups of students, especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups
- improving accessibility across our schools for students, staff and visitors with disabilities, including access to specialist teaching areas
- monitoring the use of homophobic, sexist and racist language and bullying and ensuring that the curriculum addresses these behaviours to change attitudes and understanding

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Policy Author: Mrs. H.L. Millett
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