

Equality Statement

Reviewed November 2023



The Stour Academy Trust

The Stour Academy Trust is committed to treating all people equally and with respect opportunity irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We welcome our duties under the Equality Act 2010 to eliminate discrimination, foster good relationships and advance equity of opportunity; our duty under the Education and Inspections Act 2006 to promote community cohesion and our duties to reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

Our values of inclusion, collaboration, innovation, nurture and ambition foster an environment where all can feel proud of their identity and abilities.

Our Equality Objectives.

- To work collaboratively with families in ensuring the best outcomes for all children and in particular those with protected characteristics
- To actively promote extra-curricular activities for children with protected characteristics
- To ensure that we promote a sense of belonging, where every child can see themselves, their community and the diversity of our nation reflected
- To promote mental health and wellbeing in children with protected characteristics, recognising there may be specific challenges that they face
- To provide equitable opportunities to enable all to access and achieve in their learning

Our Equality Principles.

In meeting our objectives we are guided by nine principles.

1. All leaders are of equal value.
2. We recognise and respect difference.
3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
4. We observe good equalities practice in staff recruitment, retention and development.
5. We aim to reduce and remove inequalities and barriers that already exist.
6. We consult and involve widely.
7. Society as a whole should benefit.
8. We base our policies and practices on sound evidence.
9. Measurable objectives.

