



One Page Policy - Equality Policy

We are a diverse and inclusive Trust that values fairness and equality for everyone. We work to eliminate discrimination and make sure people are treated with respect and given the support they need to succeed. Our goal is to create a welcoming place where everyone can be proud of who they are.

Our values underpin our inclusive approach which promotes a safe, friendly and caring space for all.

Inclusion

We make sure everyone is included by adapting lessons to meet different needs and treating diversity as a strength.

Nurture

We help everyone develop skills to face challenges and lead a happy life.

Collaboration

We work together so that everyone can share ideas, take responsibility, and make decisions as a team.

Innovation

We encourage new ideas and help people use their talents to succeed in the real world.

Ambition

We believe in aiming high, trying new things, and learning from mistakes.

Our Equality Objectives

We work with families to ensure all children, especially those with protected characteristics, have the best outcomes. We promote activities, mental health, and a sense of belonging for every child. We make sure everyone has fair opportunities to learn and succeed.

In carrying out our objectives we are guided by 9 principles:-

Principle 1: All learners are equally important.

Principle 2: We value and respect everyone's differences.

Principle 3: We build positive relationships and make everyone feel they belong.

Principle 4: We treat staff fairly in hiring and development.

Principle 5: We work to remove existing barriers and inequalities.

Principle 6: We listen to and involve many people in decisions.

Principle 7: Our work benefits the whole community.

Principle 8: We base our actions on strong evidence.

Principle 9: We set clear goals we can measure.

The Trust stands against all forms of prejudice, including those related to disability, racism, sexism, and homophobia. Staff are guided on how to handle prejudice-related incidents, which are carefully recorded.