



Diocese of St Albans Multi Academy Trust

Equality Information and Objectives Statement

The Diocese of St Albans Multi Academy Trust is committed to ensuring that all of those within our community flourish. We therefore embrace our duties under the Equality Act 2010. The Trust's general duties, with regards to equality are:

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

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

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

The Trust schools are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Our schools 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 Trust 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 a prejudice-free environment where individuals feel confident and at ease is a commitment of the Trust. This environment will be achieved by:

- Being respectful.
- Always treating all members of the Trust community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole Trust community understands what inclusive behaviour looks like and how this aligns with Trust 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.

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. We are therefore committed to having balanced, diverse and fair curriculums in all of our schools.

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 Trust with the utmost severity. When an incident is reported, through our thorough reporting procedure, our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Pupils in our schools are taught to be:

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



Trust employees will not:

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

Trust 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, our Trust schools provide 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

The Trust is committed to equality, and ensuring that all of the adults and employees in our Trust flourish. We therefore do not discriminate against staff with regards to their:

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

Equality of opportunity and non-discrimination extends to the treatment of all members of the Trust community. All employees are obliged to act in accordance with the Trust'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

The Trust is committed to ensuring equality of education and promoting equality of opportunity for all pupils, employees, volunteers, parents and carers who form part of our Trust community, irrespective of race, sex, age, gender reassignment, disability, religion or belief, sexual orientation, pregnancy or maternity, marriage and civil partnership or socioeconomic background.

In all our schools and across the Trust we promote friendship, tolerance and understanding of uniqueness through mutual respect for one another. We promote links with our local communities and welcome visitors with special knowledge to support our learning and understanding.

Inclusion

We embrace our responsibilities under the Equality Act 2010 and are committed to:

- Eliminating discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
- Fostering good relations across all characteristics: between people who share a protected characteristic and people who do not share it

Closing statement

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

The Trust's Equality, Diversity and Inclusion Policy further outlines the Trust's policy regarding equality.