

Equality and Diversity Statement

This Policy has been reviewed by Trust Directors

Signed by Directors

Date Policy was created: December 2018

Date of next renewal: December 2019

Equality and Diversity Statement – Skill for Life Trust

The Skills for Life Trust values the individuality of all our staff, children and young people. We are committed to giving all our children and young people every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs. We offer a broad, balanced and inclusive curriculum, and have high expectations of all our children and young people. The achievement, attitudes and well-being of all our pupils is paramount in all we do.

The **Skills for Life** agenda pervades all areas of the curriculum and school life, through this we expect the school community to promote respect and celebrate difference and the benefits this brings to the Trust.

- We do not discriminate against anyone, be they staff, pupil parent or the wider academy community on the grounds of age, race, ethnicity, religion, faith or belief, attainment, age, disability, gender, sexual orientation, gender reassignment or background (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and governors treat visitors, volunteers, contractors and former staff members.
- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone

Children and Young People

- We promote the principle of fairness and justice for all through the education that we provide. Celebrate richness and diversity of British Society and help prepare our children for their part in that society
- We seek to ensure that all pupils have equal access to the full range of educational opportunities provided by the academy
- Use the ethos of the schools and curriculum to actively challenge perceived prejudices and stereotypical views of gender, sexuality, origin, disability or religion and challenge these views when they occur
- We constantly strive to remove any forms of indirect discrimination that form barriers to learning for some groups
- We value each pupils' worth, we celebrate the individuality and cultural diversity of the community centred on the schools in our academy and we show respect for all minority groups
- Through positive educational experiences and support for each individuals legitimate point of view, we aim to promote positive social attitudes and respect for all
- Promote a positive self-image in all children and young people and to celebrate individuality in accordance with their needs to foster good relations across all protected characteristics

Related Policies

- Admissions Policy
- Accessibility Policy
- Behaviour Policy
- Equality and Diversity Policy (Public Sector Equality Duty Statement)
- Special Educational Needs and Disability Policy
- Uniform Policy
- Staff Dress code Policy