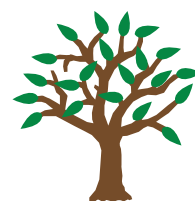


EQUALITY, DIVERSITY, AND INCLUSION STATEMENT

Learning Academies Trust



1. AIMS

The Learning Academies Trust is firmly committed to the principles of diversity, equity, and inclusion. We believe that every individual within our learning community deserves to be treated with dignity and respect, irrespective of differences in background, race, ethnicity, gender, sexual orientation, ability, or any other characteristic. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate in school life.

We actively celebrate and encourage the richness of diversity recognising that it enhances the educational experience of our pupils giving them life skills and confidence to thrive in an ever-increasing global society. We believe our trust is a vibrant and supportive environment for all of our community from our children to our parents, carers and staff.

The Learning Academies Trust fosters an atmosphere that encourages collaboration, engagement, and continuous dialogue to understand and overcome any barriers. We believe that actively encouraging and promoting equality, diversity and inclusion will actively strengthen our community and allow everyone equal opportunities to thrive and succeed. Embedding is key to the continued success of our work, and we ensure that all of our schools create a sound and robust learning environment to tackle discrimination of any kind.

All our stakeholders, including governors and trustees, are committed to our policy. Through rigorous tracking and monitoring of individuals, including progress and attainment and by providing equal opportunities to access the curriculum and extra-curricular activities, the Learning Academies Trust aims to ensure that any gap in attainment is reduced or removed.

All employees with a part time, full time, or temporary role will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be encouraged and supported to fulfil their potential and the resources of the trust will be utilised. Valuing diversity, ensuring equity of opportunity and compliance with the law is to the benefit of all individuals in our Trust as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equity of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equity throughout the Trust.

The Trust is opposed to all forms of unlawful and unfair discrimination and harassment of any kind, and will work to eliminate it, to create a working environment where everyone is treated with dignity and respect. All staff are expected to be accountable and to challenge discrimination.