



Equality Statement

The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate unlawful discrimination and other conduct that is prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation).
- Foster good relations between people who share a protected characteristic and people who do not share it.

Equality, Diversity and Inclusion are very important to EQUA. We are mindful of the importance and need to promote and consider Equality, Diversity & Inclusion in all of our actions and activities and ensure and enable compliance with the legislation in all of our policies and procedures.

Each of our schools has their own bespoke set of equality objectives that work for their school and the communities they serve.

As a multi-academy trust, we have also chosen to have a set of overarching equality objectives that we will look to achieve over the next four years, in addition to the specific school objectives.

We have formed these trust wide objectives by identifying what is important for us as a trust to focus on for both our pupils and our staff over the next four years.

You will find Equa's Equality, Diversity & Inclusion Policy on Equa's website <https://equa.org.uk/key-information/policies-and-documents/>

We have set ourselves the following objectives for 2023/27 onwards:

- To ensure that all staff, trustees, and governors are aware of current legislation surrounding equality, diversity and inclusion in order to understand and promote the Trust's responsibility.

- To close gaps in progress between all groups of pupils and students eligible for pupil premium and others, and ensure rates of progress for other groups such as pupils with special educational needs and disabilities, looked after children and pupils from minority ethnic groups are at least good.
- To continue to improve accessibility across the school sites for pupils, students, staff, and visitors with disabilities, including access to specialist teaching areas.
- To monitor the incidence of the use of homophobic, sexist, and racist language by pupils and students in our schools and act swiftly and responsibly when it may occur.
- To support each school to continuously review and revise the Key Stage 1-5 curriculum, as appropriate, so that it represents a diverse culture and society and encourages tolerance and respect.