



The  
**MAST**  
 Academy Trust

<b>Policy</b>	Equality statement		
<b>Owner</b>	Melanie Humphreys – The Mast Executive Administrator		
<b>Date approved</b>	10 <sup>th</sup> July 2019	<b>Adopted from</b>	September 2019
<b>Approver</b>	Martyn Jones	<b>Signature</b>	<i>Martyn Jones</i>

<b>Current version</b>	V2.0 July 2019
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<b>Next review due</b>	Spring Term 2023
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Mast Academy Trust and all its schools, take their duties under both the Equality Act of 2010 and the Public Sector Equality Duty 2011 very seriously. We undertake to ensure:

- Any unlawful discrimination, harassment and victimisation are eliminated.
- Equality of opportunity between people who share a protected characteristic and those who do not.
- Good relations between people who share a protected characteristic and those who do not are fostered and promoted.
- Disadvantages suffered by people due to their protected characteristics are removed or minimised.
- Steps are taken to meet the needs of people from protected groups where these are different from the needs of other people.
- People from protected groups are encouraged to participate in public life or in other activities where their participations is disproportionately low.

As a trust, we commit to developing an awareness of unconscious and conscious bias in the workplace and to actively ensure we promote equality of opportunity; guard against discrimination and ensure we act on the principles outlined.