The Key Educational Trust
Equality Information and Objectives Statement

Opening statement

Within The Key Educational Trust, we welcome our duties under the Equality Act 2010 and the Schools within our MAT give due regard to equality through their work of:

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

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

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

We aim to 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 MAT and all schools within it are 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 an inclusive environment where individuals feel confident and at ease is a commitment of the MAT. This environment will be achieved by:

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

We are committed to having a balanced, diverse and fair curriculum. 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.

We have a dedication to monitor and evaluate our impact in this work to continually improve through training, awareness and support.

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 school with the utmost severity. When an incident is reported, The Key Educational Trust is dedicated to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our **pupils** are taught to be:

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

Our **employees** will not:

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

Our **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, the school provides 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 Key Educational Trust does not discriminate against staff with regard to their:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance will the school'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

Senior Leaders are responsible for ensuring that the activities of their school or Phase of school are in keeping with this statement. All senior leaders will lead by example by demonstrating and instilling the standards of behaviour required. They will ensure that those they manage adhere to these statements whilst promoting our aims and objectives with regard to inclusion, equality and diversity. Senior Leaders will be given appropriate training on equality and diversity awareness and recruitment and selection best practice inclusive of safer recruitment.

Senior Leaders are responsible to ensure that procedures for the recruitment, enrolment and support offered to their stakeholders promote and demonstrate the commitment to inclusion, equality and diversity.

The KEY SLT (Leadership team for The Key Educational Trust) will promote the use of inclusive language and imagery to avoid words or phrases which may be perceived as discriminatory or exclusive in all publications and correspondence.

Inclusion

All members of staff, governors and children have a personal responsibility to ensure that their actions, including any activity online, are in line with this statement and treat all members of the KET's Community as a whole with respect and dignity. All staff and governors are responsible for ensuring that they undertake training appropriate to their role to enable them to support the KET's equality and diversity policies.

Trust Equality Objectives 2024 – 2028

1) To ensure that all learners inclusive of those with special educational needs, disabilities, and protected characteristics and also those vulnerable to disadvantage maximise attendance and attainment fully.

2) To implement a broad, balanced and ambitious curriculum creating opportunities to experience equity and fairness for all including extended extracurricular opportunities. This curriculum should reflect and celebrate the diversity of our differing communities, to ensure we are fully inclusive of all our young people, whilst maximising attainment, aspirations and future employability.

3) To improve, by reference to protected characteristics, the recruitment, retention, progression, career development wellbeing and experience of all employees within the MAT. To enhance staff performance, satisfaction and wellbeing whilst reflecting the diversity of the local population at all levels. We aim to become the inclusive employer of choice across the communities we serve.

4) To maintain and build purposeful links between schools, parents, carers, service partners and wider stakeholders to strengthen relationships, increase access to support and nurture a greater sense of belonging within and across our school communities.

5) To demonstrate the Trust commitment to advancing equality of opportunity for all pupils and staff, especially those with protected characteristics and those experiencing socio-economic disadvantage and addressing inequalities where found.

Closing statement

Prejudice is not tolerated at all here at The Key Educational Trust and we are continuously working towards a more accepting and respectful environment for our whole school communities.

Chris Wright
Chief Executive Officer
December 2025