

The

MAST

Academy Trust

|  |  |  |  |
| --- | --- | --- | --- |
| **Policy** | Equality statement | | |
| **Owner** | Melanie Humphreys – The Mast Executive Administrator | | |
| **Date approved** | 10th July 2019 | **Adopted from** | September 2019 |
| **Approver** | Martyn Jones | **Signature** |  |
|  |  | | |
| **Current version** | V2.0 July 2019 | | |
|  |  | | |
| **Next review due** | Spring Term 2023 | | |

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.