

# Equality Statement



The Learning for Life Trust is an equal opportunities employer and promotes an environment that is free from discrimination.

We:

- treat those working and governing in our school community fairly without discrimination,
- adhere to current equalities legislation,
- provide a working environment free from discrimination, harassment and any form of bullying and victimisation.

The Learning for Life Trust is committed to building a diverse workforce and values staff contributions. We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations.

The Learning for Life Trust promotes equality in respect of:

- Age
- Disability
- Pregnancy and maternity
- Gender (including gender reassignment)
- Domestic/Carer circumstances/responsibilities
- Sexual orientation
- Race (inc nationality; ethnic or national origin)
- Marital Status including civil partnership
- Religion or belief
- Trade union membership

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

Meeting our duties to promote community cohesion, moral, social and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

Any breaches of this commitment should be reported to the Headteacher at Academy level and CEO at Trust level who will undertake a full investigation or delegate this to another designated member of staff.

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