



Equality, Diversity and Inclusion

Statement and Objectives

July 2023

Review Date: May 2026

Equality, Diversity and Inclusion Statement and Objectives

‘Shaping Futures’

NET Academies Trust mission is to shape futures; the futures of our children and the futures of our people. This mission is central to our work in equality, diversity and inclusion.

We are committed to building diverse, equitable and inclusive teams, who are protected by the Equality Act 2010 through age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex, sexual orientation, and will have a positive impact on our children, people and wider school community.

We are constantly learning and iterating our school values and cultures, believing diversity, equality and inclusion drives this innovation - locally, regionally, and globally. Moreover, we are committed to building a culture where difference is valued.

We are proud to foster children, people and tools to help our community grow, providing our children and people with life-fulfilling opportunities, and the freedom to grow and manage their futures.

The Trust and its schools are committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- communicating its commitment to equality, diversity and inclusion to all members of the NET Academies Trust community
- communicating where responsibility lies for equality issues
- ensuring that the curriculum effectively supports the needs of all children, with particular reference to vulnerable groups
- ensuring that displays and resources in classrooms and in corridors promote and reflect diversity in terms of race, gender and disability
- providing training for decision-makers and briefings for staff and students
- maintaining mechanisms for implementation, monitoring, evaluation and review
- taking positive action to redress any under-representation of particular sub-groups in the workforce
- treating acts of discrimination as a disciplinary offence
- consulting with trade unions, interested groups and individuals, internal and external

The Board of Trustees and Executive Team have responsibility for ensuring that the Trust operates within the legal framework for equality and for implementing the policy throughout the Trust

In addition, each member of the School community is responsible for preventing unfair discrimination or harassment or victimisation which it is within their control to prevent; and challenging or reporting such inappropriate behaviour if it occurs.