

This policy is yet to be reviewed and formally approved by Stamford Park Trust

AspirePlus Educational Trust Equality Statement 2019-20

Under the Equality Act 2010, we welcome our duty to fulfil the three aims:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

We aim to provide the highest possible education for all of our students. The ethos of our academies and our ASPIRE core values clearly reflect our commitment to fully including and respecting all members of our academy communities. The AspirePlus Educational Trust fully understands the importance of the Act and the work needed to ensure that those with 'protected characteristics' are not discriminated against and are given equality of opportunity. The Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act:

- Age.
- Disability.
- Race.
- Sex (including issues of transgender).
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual orientation.
- Marriage and civil partnership (for employees).

We have set ourselves the following objectives for 2019/20:

- To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
- To promote cultural understanding and awareness and tolerance of different beliefs between different groups within our academy communities
- To promote mental health awareness and develop appropriate interventions where necessary
- Actively close gaps in attainment, attendance and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups
- Actively close gaps in attendance between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups. In order to do this, we will work in partnership with families and provide support through our Inclusion and Pastoral support teams, Attendance Officer, and external services as required.
- Monitor the incidence of the use of homophobic, sexist and racist language by students in our academies
- To continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.
- Promote a Growth Mindset amongst our community, where students and adults believe if they work hard, they can achieve. We will do this through assemblies, community events and rewards for students who work hard in lessons and achieve well.

