

## HR equality in recruitment statement 2025

The Mast Academy Trust's aim is to attract people from diverse backgrounds to build on our inclusive culture and represent the communities we serve. We welcome applications from everyone regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status, or pregnancy and maternity.

We are committed to inclusivity and will consider requests for flexible working including part time and job share arrangements, where the role allows. We are committed to promoting and protecting the physical and mental health of all our staff, we offer a range of benefits to support work-life balance, mental health support and professional development opportunities.

We adopt a 'name blind' approach to shortlisting. Recruiting managers will not have access to personal information, including your name and contact details, until a shortlisting decision has been made. Equality monitoring information is not accessible by recruiting managers at any stage. We comply with GDPR and the Data Protection Act 2018, ensuring that applicants' data is handled and protected with the utmost care.

We regularly review our recruitment practices and outcomes to ensure they are fair and inclusive, and we are committed to continuous improvement in our diversity and inclusion efforts.