



The
MAST
 Academy Trust

Policy	Equality statement	
Owner	Melanie Humphreys – The Mast Executive Administrator	
Date approved	January 2021	
Approver	Trust Board Standards and Effectiveness Committee	

Current version	V3.0
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Next review due	Autumn term 2021
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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.

Academic year 2020_21

We have:

- Undertaken a full equality review of policies and staff characteristics
- Ensured all staff who are vulnerable staff through protected characteristics have been support through individual risk assessments.

We will:

- Include equality information in all advertised posts
- Create an open and inclusive environment for staff with disabilities (visible and non-visible)
- Ensure all HR policies make reference to our equality statement

The Mast Academy Trust expect their schools and their governing bodies to adopt this statement and equality policy to ensure:

- Inclusions and diversity across all areas of the Mast Academy Trust
- A common approach is adopted to inclusion and diversity
- All staff with protected classes have an equality of opportunity
- All children are exposed to a rich diverse society through their curriculum and exposure to adults.