



The
MAST
 Academy Trust

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| Policy | Equality statement | |
| Owner | The Executive Lead: Governance, People & Communications | |
| Date approved | 7 th November 2023 | |
| Approver | Education & People Committee of the Trust Board | |

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| Next review due | Autumn 2024 |
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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 participation 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.

In the academic year 2022_23 we have:

- Completed a full impact statement for each colleague policy on equality
- Embedded the pupil wellbeing charter which includes equalities
- Undertaken an annual equality review of policies and colleague characteristics
- Ensured all colleagues who are vulnerable staff through protected characteristics have been supported through individual risk assessments
- Embedded the RHSE policies and practices to ensure all children develop tolerance and understanding of consent and healthy relationships including within protected groups
- Completed the colleague annual survey and mid-year survey
- Completed blind recruitment for all paid colleague roles across the Trust.

In the academic year 2023_24 we will:

- Embed an open and inclusive environment for colleagues and children with disabilities (visible and non-visible)
- Use the disability confidence framework to further improvement accessibility arrangements with a view to achieving the disability confidence mark
- Review recruitment processes to identify improvement areas supporting inclusion.
- Support the implementation of new strategies which enhances inclusion and diversity in each school

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

- Inclusion and diversity across all areas of the Mast Academy Trust
- A common approach is adopted to inclusion and diversity
- All staff and children with protected classes have an equality of opportunity
- Children develop understanding and tolerance of a diverse range of cultures, religions, ethnicities, family, social economic groups through social interactions and the curriculum