



The  
**MAST**  
 Academy Trust

<b>Policy</b>	Equality statement	
<b>Owner</b>	The Mast Executive Administrator	
<b>Date approved</b>	4 <sup>th</sup> October 2021	
<b>Approver</b>	Standards and Effectiveness	

<b>Current version</b>	V4.0
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<b>Next review due</b>	Autumn 2022
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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 2021\_22**

We have:

- Included equality information in all advertised posts
- Created the staff wellbeing charter which includes equalities
- Included equality information in all advertised posts
- 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:

- Embed an open and inclusive environment for staff and children with disabilities (visible and non-visible)
- Complete a full impact statement for each staff policy on equality
- Use the disability confidence framework to further improvement accessibility arrangements with a view to achieving the disability confidence mark
- Pro-actively recruit from under represented groups throughout all levels of the Trust
- Review the RHSE policies and practices to ensure all children develop tolerance and understanding of consent and healthy relationships including within protected groups.

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