

Equality Act Statement

Equality Objectives

Version	1.5
Approving Body	Trust Board
Date ratified	27 February 2024
Date issued	27 February 2024
Review date	27 February 2025
Owner	CEO
Applies to	All Trust Schools, all Trust staff

Version	Date	Reason
1.0	July 2016	To establish a Trustwide policy
1.1	October 2021	Periodic review – updating Equality Information
1.2	February 2022	Periodic review
1.3	January 2023	Periodic review – removing Equality information pending update for expanded Trust
1.4	February 2024	Periodic review
1.5	September 2024	Review cycle changed to annual

Equality Objectives

1. **PERSONNEL:** To maintain high and fair equality standards in the recruitment, deployment, remuneration and development of staff.
2. **PREMISES:** Through each school's accessibility plan, ensure that physical access to the premises for current and anticipated future pupils, parents and staff is maximised.
3. **CURRICULUM:** To promote amongst pupils the equal value of all human beings, regardless of their backgrounds or circumstances.
4. **FINANCE:** To ensure that all pupils in trust schools have fair entitlement to, and benefit from, the resources of the school, commensurate with their needs.

Equality Statement

Initio Learning Trust is committed to ensuring equality of opportunity in line with the Equality Act 2010. We aim to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of our pupils, our workforce and the community in which we work.

We will assist our pupils in achieving their very best potential. Where pupils experience barriers to their success we will work with them to address these in a sensitive and sympathetic way. We will teach our pupils the importance of equality and what forms discrimination can take and the impact discrimination can have. We will also encourage our pupils to make their own commitment to promoting equality.

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. A school may arrange pupils in classes based on age.
2. A school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

As an Academy Trust and employer we will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

We will comply with the Public Sector Equality Duty giving due regard to that duty when making decisions, taking actions and developing policies. In line with our specific duties under the Equality Act 2010, we will publish our equality objectives and will publish information about how we are complying with the Public Sector Equality Duty.

Published information such as gender pay gap reports will be updated annually. Objectives will be reviewed annually and updated at least every four years. This information is available on the Trust website. Accessibility plans will be maintained by each school.