



Equality Information and Objectives Statement

Updated by Helen Joyce December 2023	Ratified by Trustees February 2024
Next Review due December 2024	

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Opening Statement

Keystone Academy Trust welcomes its duties under the Equality Act 2010. The Trust's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

The Trust will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the Trust community because of their:

- Sex.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

Legal Framework

This statement has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This statement also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools'

This statement operates in conjunction with the following Trust policies:

- Equality Information and Objectives Statement
- Admissions Policy
- Complaints Procedures Policy
- Grievance Policy
- Data Protection Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Staff Equality, Equity, Diversity and Inclusion Policy

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

The Trust aims to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. The Trust is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Aims to Eradicate Discrimination

The Trust believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the Trust. This environment will be achieved by:

- Being respectful.
- Always treating all members of the Trust community fairly.

- Developing an understanding of diversity and inclusion and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole Trust community understands what inclusive behaviour looks like and how this aligns with the Trust's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias and calling it out in order to move the conversation forward.

The Trust is committed to each school having a balanced, diverse and fair curriculum. The pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

Dealing with Prejudice and Celebrating Diversity

Keystone Academy Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, discrimination against all members of the Trust will be treated with the utmost severity. When an incident is reported, the Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive, ensuring that no pupil or staff member becomes isolated.
- Aware of what constitutes discriminatory behaviour.

Employees will not:

- Discriminate against any member of the Trust community.
- Treat other members of the Trust community unfairly.

Employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

Throughout the year, each school provides a variety of opportunities to celebrate diversity, including:

- Planning activities for key diversity awareness days.

- Inviting guest speakers to talk to pupils about diversity.
- Incorporating lessons about diversity into the curriculum.

Equality and Dignity in the Workplace

Keystone Academy Trust does not discriminate against staff with regard to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the Trust community. All staff members are obliged to act in accordance with the Trust's various policies relating to equality.

The Trust will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Diversity and Representation

Keystone Academy Trust is proactive in its recruitment process to support the employment of a range of staff from all groups.

The Trust ensures that through building relationships with other schools, pupils and staff see the Trust as part of a larger more diverse community.

The Trust will ensure that through curriculum delivery, literature and other teaching resources, all groups are represented.

Inclusion

Keystone Academy Trust aims to be fully inclusive, valuing every individual's idea and contribution. Through the Trust's PHSE scheme Jigsaw, pupils know and value who they are and understand how they relate to other people in this ever-changing world. Through staff surveys and training, the Trust aims to offer a broad range of opportunities to all staff. HR policies will ensure that the Trust is non-discriminatory.

Closing statement

Prejudice is not tolerated by the Trust and it continuously works towards a more accepting and respectful environment for the Trust community.