

# Equality and Diversity Objectives 2023-2027

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<b>Prepared by</b>	Trust Central Team
<b>Approved by</b>	Trust Board
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## Version Control

<b>Version</b>	<b>Revision Date</b>	<b>Revised By</b>	<b>Section Revised</b>
V1	Sept 2019	Policy Created	None
V2	Sept 2023	No Revisions	None



## EQUALITY AND DIVERSITY OBJECTIVES

**Whatever the nature of the local community, children are growing up in a wider multicultural and multiracial society where they are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. The Rose Learning Trust is committed to achieving a working and learning environment which provides equality of opportunity and freedom for unlawful discrimination. This ambition is firmly embedded within the Equality and Diversity Policy of The Rose Learning trust.**

### ETHOS:

The Rose Learning Trust stands against all forms of discrimination on the grounds of ethnic origin, religion, sexual orientation, gender, disability or ability.

The over-arching principles of the objectives are as follows: -

- Promoting equal opportunities
- Eliminating unlawful discrimination
- Eliminating harassment
- Promoting positive attitudes
- Promoting British values
- Promoting mutual respect, partnership working and collaboration
- Encouraging the participation of those with a disability

### This is achieved through the following:-

- Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups within our academy community through the PREVENT agenda
- Monitoring and promotion of the involvement of all groups of pupils in extra-curricular life of the Trust, including leadership opportunities, especially pupils with special educational needs and disabilities
- Actively close gaps in attainment and achievement between pupils and groups of pupils; especially boys, pupil eligible for free school meals, pupils with special educational needs and disabilities, looked after pupils and pupils from minority groups
- Continue to improve accessibility across the school for pupils; staff and visitors with disabilities
- Endeavour to ensure that the staff body and representation of staff in leadership role is reflective of the local community
- Reduce the incidence of the use of homophobic, sexist and racist language by pupils in the trust



## **Through a range of activities, we aim to enable our pupils to develop their: -**

- Self-knowledge. Self-esteem and self-confidence
- Their acceptance of responsibility for their behaviour
- Their understanding of how they can contribute positively to the lives of those living and working in the locality in which the academy is situated and to society more widely
- Respect for their own and other cultures
- Respect for other people, with regard to the protected characteristics set out in the Equality Act 2010
- Respect for democracy and support for participation in the democratic process

## **Our Commitment to Staff: -**

- It is our duty to enquire equality of opportunity between people from different groups and foster good relations between people from different groups. And, we are bound to ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and disciplinary are determined based on capability, qualifications, experience, skills and productivity Under the Equality Act 2010, the categories of age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity are now known as 'protected characteristics'

