

Trust Equalities and Inclusion Statement

Approved By	N/A	Date:	N/A
Author	Director of SEND	Date:	October 2025
Board Ratification	Trust Board	Date:	24/10/2025
Joint Negotiating Council (JNC) consultation (where applicable)			
Last reviewed on:	24/10/2025		
Next review due by:	30/10/2026		

1. Statement of Intent

This statement sets out our Trust-wide vision and commitments to equality, diversity, and inclusion (EDI). It provides a framework for all schools within the Trust to ensure compliance with the **Equality Act 2010** and the **Public Sector Equality Duty (PSED)**. Each school will develop its own detailed Equalities and Accessibility Plan tailored to its community, this overarching statement ensures coherence and consistency across the Trust.

1.1 Our Vision

AT RESPECT we collectively believe that every child, young person, and adult in our Trust community has the right to learn, work, and thrive in an environment that promotes:

- **Respect and dignity**
- **Fairness and opportunity**
- **Celebration of diversity**
- **Inclusive practices that remove barriers**

Our commitment is to create a culture where differences are valued and everyone feels safe, supported, and empowered.

2. Legal Framework

Under the **Equality Act 2010**, we have a duty to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations across all characteristics.

The **Public Sector Equality Duty** requires us to publish information demonstrating compliance and set measurable equality objectives.

3. Roles and Responsibilities

3.1 Trust Board

Provides strategic oversight, approves this statement, and monitors compliance across all schools.

3.2 CEO & Executive Leadership Team

Ensures implementation of the Trust's EDI vision, monitors progress and reports annually to the Board.

3.3 School Leaders

Develop and implement local Equalities and Accessibility Plans aligned with this Trust statement.

3.4 Governors

Monitor school-level plans and ensure accessibility audits are completed annually.

3.5 All Staff

Promote equality and inclusion in daily practice and challenge discrimination. Staff will help create a positive environment that works to prevent sexual harassment. This includes calling out sexual harassment that they witness. All witnesses will be provided with appropriate support and will be protected from victimisation.

4. Monitoring, Reporting & Accountability

The trust will ensure:

- Annual accessibility audits are conducted across all schools.
- Collect and analyse data on protected characteristics to identify trends and gaps.
- Trust schools will publish an annual Equalities Report summarising progress and priorities. Targets are to be updated every four years.
- Review and update this statement annually or sooner if legislation changes.
- The treatment and outcomes of any complaints of sexual harassment or victimisation received to ensure that they are investigated promptly, impartially and with appropriate confidentiality and resolved. Those who report or act as witnesses are not victimised, repeat offenders are dealt with appropriately, cultural clashes are identified and resolved and workforce training is targeted where needed.

5. Supporting Schools' Local Plans

Each trust school will maintain its own school-level Equalities and Accessibility Plan, detailing specific actions relevant to its community. These plans will:

- Reflect the Trust's shared vision and commitments.
- Include measurable objectives and timelines.
- Be reviewed annually and reported to the Trust Board.

6. Publication

This statement will be published on the Trust website and shared with all schools. It will also be available in accessible formats upon request.

Both the Trust and each school publish their equality information and objectives on their website each year, as this is a specific expectation under the Public Sector Equality Duty.

If the Trust has more than 250 employees, the gender pay gap data will be published in accordance with legal requirements.