

Trust Equalities and Inclusion Statement

Approved By	Director of Education (DCEO)	Date:	07/09/2026
Author	Director of SEND	Date:	01/10/2025
Board Ratification	Trust Board	Date:	25/09/2026
Joint Negotiating Council (JNC) consultation (where applicable)	N/A		
Last reviewed on:	07/09/2026		
Next review due by:	30/08/2027		

1. Statement of Intent

This statement sets out our Trust-wide vision and commitments to equality, diversity, and inclusion (EDI). We are committed to ensuring that every child, young person, family member and employee feels that they belong, are valued and are able to participate fully in Trust life.

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.

2. Our Vision

At RESPECT Collaboration Trust, we believe every child, young person, family member and employee has the right to be treated with dignity, fairness and respect.

We are committed to creating environments where everyone can participate, belong and thrive, regardless of their background, identity or individual needs.

We recognise diversity, disability and neurodiversity as strengths within our communities and actively work to remove barriers that may limit participation, achievement, wellbeing or opportunity.

Through inclusive practice, high aspirations and meaningful collaboration, we seek to ensure that every member of our Trust community feels safe, valued, empowered and able to achieve their full potential.

Our work is underpinned by:

- Respect and dignity
- Equity, fairness and opportunity
- Celebration of diversity and difference
- Inclusion and belonging
- Ambition and aspiration for all
- Partnership with families and communities

3. Legal Framework

As a specialist Trust serving children and young people with Special Educational Needs and Disabilities, social, emotional and mental health needs, autism and those accessing alternative provision, we recognise our responsibility to champion inclusive practice and ensure that reasonable adjustments, accessibility and participation are embedded across all aspects of Trust life.

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.

We are committed to promoting equality irrespective of age, disability, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership.

4. Roles and Responsibilities

- **Trust Board**
Provides strategic oversight, approves this statement, and monitors compliance across all schools.
- **CEO & Executive Leadership Team**
Ensures implementation of the Trust's EDI vision, monitors progress, and reports annually to the Board.
- **School Leaders**
Develop and implement local Equalities and Accessibility Plans aligned with this Trust statement.
- **Local Committee**
Monitor implementation of school equality objectives, challenge disparities in outcomes and ensure accessibility planning is embedded within school improvement processes.
- **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.

5. Monitoring, Reporting & Accountability

The trust will ensure:

- Annual accessibility audits are conducted across all schools.
- Collect and analyse available equality-related information to identify trends, barriers and opportunities for improvement.
- 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.

6. 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.

7. 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.

The Trust and each school will publish information demonstrating compliance with the Public Sector Equality Duty annually and will review and publish equality objectives at least every four years.

Equality is not simply about access but about ensuring equitable experiences, opportunities and outcomes for all.

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