

# Equality Statement

## Document Control Table

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The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- eliminate unlawful discrimination and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not (the protected characteristics are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- foster good relations between people who share a protected characteristic and people who do not share it.

### What does this mean for Arété Learning Trust?

We welcome the inclusive principles and requirements of the legislative equalities duties. We are committed to promoting equal opportunities and challenging discrimination, very aware of the particular need to do so in the context of our current member schools being largely mono-cultural.

All of our schools have their own bespoke set of equality objectives that work for the individual school and the community it serves. In addition to the specific school objectives, as a multi-academy trust, we have also chosen to have the following overarching equality objectives:

- to ensure that we are mindful of equality in our decision making and communications, and that we are compliant with the legislation in all of our policies and procedures.
- to ensure that the promotion of equality and human rights and elimination of discrimination and harassment is embedded in practice throughout all of our schools
- to ensure that learning about equalities and opportunities for discussion are embedded in our schools' curriculum
- to ensure that the principles of KCSIE are proactively fostered and evident in all practice
- to ensure that the progress of our students is not hindered by inequality
- to embrace diversity as a strength, which should be respected and celebrated by all those who learn, teach and visit the school
- to recognise and address the needs of vulnerable groups by making reasonable adjustments wherever practicable.

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