



Equalities Statement

The Trust's commitment is for opportunity for all children in the Trust, and community, where we explicitly address disadvantage and promote social mobility – as two of our key values. Alongside these are quality, collaboration and ambition.

All of these values focus on ensuring that equalities are at the heart of our work.

The Trust fully accepts its Public Sector Equality Duties under the Equality Act 2010 to have due regard for the need to:

- Eliminate 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 share it; and
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

We aim to promote and ensure equality through respect, opportunity and ambition for all.

In undertaking our equality duties we:

- recognise that our children, pupils and students reside and are educated in communities that are not widely diverse and that in order to prepare them for taking their place as adults in the world, whether local, national or international, we need to explicitly address this;
- review our resources, display, formal and informal learning opportunities to be sure that as wide a representation of the breadth of a fully diverse society is seen and engaged with;
- work hard to eliminate unlawful discrimination, harassment and victimisation including to ensure that our policies promote and support equality;
- explicitly advance equality of opportunity and aim to foster good relations through PSHE programmes, trips and visits and through inviting people into our schools;
- publish and annually review progress towards equality objectives that set high ambitions for all our pupils and learning community.

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In order to ensure that no group is either advantaged nor disadvantaged, trustees and governors regularly review and monitor the impact of our plans, policies and procedures including, for example, considering:

- Pupil outcomes including post-16 destinations
- Pupil behaviour and attendance
- Staff recruitment, appraisal and pay decisions
- Admissions (including for compliance against the national Code)
- Achievement of equality objectives.

Further information at Trust level:

[General Information - Abingdon Learning Trust - Collaboration](#)

Information at school level: [Schools - Abingdon Learning Trust - Collaboration](#)

(new) EQUALITY OBJECTIVES 2022 – 2025

(following an evaluation in summer 2022)

- 1) Our schools will provide good outcomes for all learners
- 2) Our schools will deliver a broad and rich curriculum that is ambitious for all learners, ensuring readiness for the next stage
- 3) Our schools will take positive action to educate all adults and learners about the diversity and value of people, promoting equality in all that we do
- 4) Our schools will uphold cultures that seek to eliminate bullying, discrimination and harassment through effective policy into practice
- 5) Our schools will provide a range of interesting, aspirational and culturally rich opportunities that promote learning as enjoyable, stimulating and ambitious for all learners.

*All learners for us means each child, including those who are from disadvantaged backgrounds, with protected characteristics, or with SEND, who are members of our Trust community.

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