



## EQUALITY OBJECTIVES

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. The Trust is fully committed to eliminating unlawful and unfair discrimination and values the differences that a diverse workforce brings. The Trust will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

Our Equality Objectives are defined as:

1. Reduce incidence of sexualised language between pupils
2. Reduce incidence of gender bias
3. Reduce impact of social deprivation and improve involvement of pupils affected by this
4. Increase support for LGBTQIA pupils and staff – ensure pupils and staff can bring their whole selves to work and school and feel they are in a safe inclusive environment, as well as providing staff and pupils with someone to speak to, should they need to, increase engagement and understanding.
5. Acknowledge the inequalities and challenges women at work face, and look to reduce those inequalities and challenges, increasing understanding and equipping staff through education, signposting and support.
6. Increasing opportunities for flexible working, including flexible working in adverts and encouraging staff and managers to consider options for flexible working for the diverse range of roles we have across our trust.