

Equality Objectives: Aims

Inspire Education Trust is committed to embracing diversity and improving the quality of life across our communities by making educational, and other facilities and opportunities, openly accessible and welcoming for everyone.

We welcome our duties under the Equality Act 2010. The Trust and its academies general duties, with regards to equality, are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not, by encouraging people from protected groups to participate fully

As a consequence, we will:

- treat all individuals with equal value, abiding by the Equality Act and Public Sector Equality Duty (PSED)
- do all in our powers to eliminate discrimination, harassment or victimisation of a pupil or potential pupil or employee
- ensure equality of opportunity of pupils and staff who share a protected characteristic and those who do not
- promote positive attitudes and good relationships between all pupils and staff
- take reasonable steps to remove or minimise disadvantages suffered by all pupils or staff who have protected characteristics, including special educational needs or a disability
- consider equality implications when developing policy and/or practice
- carry out equality impact assessments regularly to assess the effectiveness of our policies and procedures

The act places a duty on academies to have “due regard” to equality considerations, for example, when significant decisions are being made, or policies are being developed. There is emphasis on transparency – ie making information available.

As a consequence, we will:

- publish information which shows compliance with the Public Sector Equality Duty
- publish Equality Objectives for 2021- 2024