

Equality Information & Objectives Statement

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| Version | V0.01 |
| Approval Date | 01 Mar 2023 |
| Approved | CEO |
| Lead Reviewer | People Partner |
| Review Date | 01 Mar 2026 |

Contents

| | |
|---|---|
| 1. Introduction..... | 3 |
| 1.1. Statement of intent..... | 3 |
| 1.2. Audience..... | 3 |
| 1.3. Revision history | 3 |
| 2. Aims to eradicate discrimination..... | 4 |
| 3. Dealing with prejudice..... | 5 |
| 4. Equality and dignity in the workplace..... | 6 |
| 5. Diversity and representation | 6 |
| 6. Inclusion..... | 6 |
| 7. Closing statement | 7 |

1. Introduction

1.1. Statement of intent

1.1.1. At Authentic Education (aE) we are committed to equal opportunities as outlined in the Equality Act 2010. The Trust's general duties regarding equality are to:

- eliminate discrimination.
- foster good relationships.
- advance equality of opportunity.

1.1.2. We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other members of the organisation because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

1.1.3. We aim to promote students' spiritual, moral, social and cultural development with special emphasis on promoting equality and diversity and eradicating prejudicial incidents for students and employees. Our Trust is committed to not only eliminating discrimination but also increasing the understanding and appreciation for diversity.

1.2. Audience

This policy is intended for use by all support, teaching staff and management of Authentic Education, all students and parents/carers.

1.3. Revision history

| Issue | Date | Author | Changes |
|-------|------------|------------------|--|
| V0.01 | 30/04/2025 | Kelsey Etheridge | Update to new template and change to aE. |
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2. Aims to eradicate discrimination

- 2.1. We believe that a greater level of success from students and employees can be achieved by realising the uniqueness of individuals. Creating an inclusive environment where individuals feel confident and at ease is a commitment of the Trust.
- 2.2. This environment will be achieved by:
 - being respectful
 - always treating all members of the school community fairly.
 - developing an understanding of diversity and inclusion and the benefits it can have.
 - adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
 - adopting an inclusive curriculum that is accessible to all.
 - encouraging compassion and open-mindedness.
 - challenging bias and calling it out in order to move the conversation forward.
- 2.3. We are committed to having a balanced, diverse and fair curriculum. We believe that its students should be exposed to ideas and concepts that may challenge their understanding and which will ensure that they learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.
- 2.4. We will monitor and promote the involvement of all groups of students in the extra-curricular life of our academies, including leadership opportunities, especially students with special educational needs.
- 2.5. We are committed to closing gaps in attainment and achievement between students and all groups of students; especially boys and girls, students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from different ethnic groups.

3. Dealing with prejudice

- 3.1. We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we will treat discrimination against all members of the organisation with the utmost severity. When an incident is reported through the Academy's complaints procedure, our Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.
- 3.2. Students at aE are taught to be:
 - understanding of others.
 - celebratory of cultural diversity.
 - eager to reach their full potential.
 - inclusive, accepting and tolerant.
 - have an awareness of different religious beliefs.
 - aware of what constitutes discriminatory behaviour.
- 3.3. We are committed to reducing the incidence of the use of homophobic, sexist and racist language by students in the school.
- 3.4. Employees at aE will not:
 - discriminate against any member of the organisation.
 - treat others unfairly.
- 3.5. Employees will:
 - promote diversity and equality.
 - encourage and adopt an inclusive attitude.
 - lead by example.
 - seek training if they need to improve their knowledge in a particular area.
- 3.6. Throughout the year, we provide a variety of opportunities to celebrate diversity including:
 - planning activities for key diversity awareness days
 - inviting guest speakers to talk to pupils about diversity
 - incorporating lessons about diversity into the curriculum

4. Equality and dignity in the workplace

- 4.1. We do not discriminate against our employees with protected characteristics as set out above.
- 4.2. Equality of opportunity and non-discrimination extends to the treatment of all members of the organisation. All employees are obliged to act in accordance with the Trust's various policies relating to equality.
- 4.3. We will endeavour to ensure that the employee body and representation of employees in leadership roles is reflective of the local community.
- 4.4. We will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory. All disciplinary procedures are non-prejudicial, regardless of whether they result in warnings, dismissal or any other disciplinary action.

5. Diversity and representation

- 5.1. At aE we aim to provide a safe and inclusive environment where work is enjoyable and every voice is equal and heard.
- 5.2. We develop our curriculum to be as representative of the world and our community as possible. We aim to celebrate diversity and promote acceptance and respect. We want a curriculum that allows our children to regularly learn about, and be inspired by, individuals of all abilities from all backgrounds, cultures, genders, sexualities, religions and ethnicities. We aim that the celebration of differences is embedded in our lessons and discussed frequently at every opportunity possible throughout the year.

6. Inclusion

- 6.1. aE aims to achieve inclusivity through:
 - learning together.
 - adapting systems and structures to meet the needs of the children and staff whatever their personal circumstances.
 - enabling children and staff to participate in the life and work of the Trust to the best of their abilities.
 - recognising and valuing the diversity of cultures, languages, religions, opinions and beliefs in our local community and wider society as a rich resource to support everyone's learnings.
 - fostering and sustaining relationships between our Trust and the local and wider community.

- setting high expectations for all members of the Trust.
- 6.2. We believe passionately that every child, of every ability, should have equal opportunities to develop and achieve, and that every child should believe that they can do and be anything they wish. Through high-quality teaching, careful identification and targeted support at aE, we strive to meet the needs of all children in an inclusive environment. Teaching, training, expert external support, apt resourcing and highly positive relationships between staff and children all help our children to make progress, particularly for those who may find the curriculum challenging.
- 6.3. Additionally, at aE we value parental partnerships and have an open-door policy with staff so we are able to act quickly as needs arise or are made known. Through open and honest dialogue and apt support, we are able to offer our children and families the tools that they need to make progress throughout their educational journey with us and beyond.

7. Closing statement

- 7.1. Prejudice is not tolerated at aE and we are continuously working towards a more accepting and respectful environment for our community.
- 7.2. The aE Equality & Diversity Policy further outlines our policies regarding equality.