

# Equality Statement

## Create Learning Trust



Approved by	Date	Review Schedule	Date of Review
Board of Trustees	31 March 2024	Annually	31 March 2025

## 1. Introduction

Create Learning Trust (CLT) is committed to complying with the Equality Act 2010, and the Public Sector Equality Duty. As a provider of education and an employer of staff, the Trust has \*due regard for the needs for our schools to have set objectives that relate to the three aims of the Public Sector Equality Duty:

1. Eliminate discrimination and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

The Trust and its schools have 'due regard' for the following

- Integrating the general equality duty within all their operations rigorously and meaningfully.
- When making a decision, taking an action or developing a policy, the implications would be for the equality of pupils with protected characteristics are consciously considered before and during the process. This includes current pupils and those who apply to attend the school.
- Before adopting a policy, taking an action or making a decision it is:
  - assessed whether there may be any resulting risks to, or adverse effects for, pupils with protected characteristics;
  - considered how such risks or effects may be eliminated.
- Regularly reviewing all policies and practices (especially those that are most relevant to equality) to make sure the duties are met.

In addition, through policy and practice, Create Learning Trust schools aim to make reasonable adjustments to provide equal access and rights to all adults and pupils. They achieve this aim by producing and publishing specific and measurable equality objectives every four years that meet specific challenges within each school community on the school website. Create Learning Trust schools also publish Accessibility Plans every three years that address curriculum access, premises access, and information access.

## 2. Protected Characteristics

The Equality Act (2010) defines protected characteristics as follows:

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

These protected characteristics apply to pupils, prospective pupils, employees, prospective employees, or anybody they are associated with, except for 'age' and 'marriage and civil partnership' which do not apply to pupils and prospective pupils.

### 3. Responsibility for the promotion of equality within Create Learning Trust and its schools:

All members of the Create Learning Trust community have a responsibility for promoting equalities. The Trustees, Chief Executive Officer and Local Academy Boards have responsibility for ensuring that:

- All Create Learning Trust support staff comply with equalities legislation.
- All schools comply with all equalities legislation relevant to the school community.
- The school's equalities statement is maintained and updated annually by the Trustees.
- The actions, procedures and strategies related to the statement are implemented.

The Headteacher and Local Academy Board have responsibility for:

- Ensuring reasonable adjustments are made for all groups found under the protected characteristics.
- Providing leadership and vision in respect of equality (in partnership with the Trustees).
- Overseeing the implementation of the equality policy and schemes.
- Co-ordinating the activities related to equality and evaluation impact.
- Ensuring that all who enter the school are aware of, and comply with, the equalities policy.
- Ensuring that the staff are aware of their responsibilities and are given relevant training and support.
- Taking appropriate action in response to any prejudice-related incidents.

All employees have responsibility for:

- The implementation of the schools equalities policy and schemes.
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping.
- Ensuring they do not discriminate on grounds of ethnicity and culture, disability or other groups vulnerable to discrimination.
- Keeping up to date with legislation.

### 4. Review

Trustees annually review this statement. Specific school policies can be found on the policy page of each school website. School policies are ratified by individual Local Academy Boards in line with the policy schedule and monitored by the Trust.