



**AMBITIONS**  
Academies Trust

# **Equality Information & Objectives**

**Approved: 20.11.2019**  
**Next Review: Autumn Term 2021**

Ambitions Academies Trust is committed to equal opportunities as outlined in the Equality Act 2010. Ambitions Academies Trust's general duties regarding equality are to:

- Eliminate discrimination.
- Foster good relationships.
- Advance equality of opportunity.

Ambitions Academies Trust will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the organisation because of their protected characteristics - sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity or marriage and civil partnership.

Ambitions Academies Trust aims 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. Ambitions Academies Trust is committed to not only eliminating discrimination but also increasing the understanding and appreciation for diversity.

### **Aims to eradicate discrimination:**

Ambitions Academies Trust believes that a greater level of success from students and employees can be achieved by realising the uniqueness of individuals. Ambitions Academies Trust is committed to creating a prejudice-free environment where individuals feel confident and at ease.

Ambitions Academies Trust will achieve this by promoting an environment which ensures everyone is respected, treated fairly, develops an understanding of diversity and its benefits across the community, adopts an inclusive attitude to others, has an inclusive curriculum that is accessible to all and encourages compassion and open-mindedness.

Ambitions Academies Trust is committed to having a balanced and fair curriculum. It believes 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. Ambitions Academies Trust respect the right of parents to withdraw their children from certain classes which pose conflicts to their own beliefs.

Ambitions Academies Trust will monitor and promote the involvement of all groups of students in the extra-curricular life of its academies, including leadership opportunities, especially students with special educational needs.

Ambitions Academies Trust is 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.

### **Dealing with prejudice:**

Ambitions Academies Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, it will treat discrimination against all members of the organisation with the utmost severity. When an incident is reported through the Academy's complaints procedure,

Ambitions Academies Trust is devoted to ensure appropriate action is taken and a resolution is put into place which is both fair and firm.

Students at Ambitions Academies Trust are taught to be understanding of others, celebrate cultural diversity, encouraged to reach their full potential, are inclusive, have an awareness of different religious beliefs between different ethnic groups and understand what constitutes discriminatory behaviour.

Ambitions Academies Trust is committed to reducing the incidence of the use of homophobic, sexist and racist language by students in the school.

Employees at Ambitions Academies Trust will not discriminate against any member of the organisation or treat others unfairly. Employees will promote diversity and equality, encourage and adopt an inclusive attitude and lead by example.

### **Equality and dignity in the workplace:**

Ambitions Academies Trust does not discriminate against its employees protected characteristics as set out above.

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.

Ambitions Academies Trust will endeavour to ensure that the employee body and representation of employees in leadership roles is reflective of the local community.

Ambitions Academies Trust will ensure that redundancy criteria and procedures are fair and objective and are not directly or indirectly discriminatory regardless of whether they result in warnings, dismissal or any other disciplinary action.

### **Closing statement:**

Prejudice is not tolerated at Ambitions Academies Trust and it is continuously working towards a more accepting and respectful environment for the organisation.

Ambitions Academies Trust's Equality & Diversity Policy further outlines its policies regarding equality.

**Outstanding Achievement for All**