

drb Ignite Multi Academy Trust

Equality and Diversity Statement (Public Sector Equality Duty)

Equality and Diversity Statement

At drb Ignite Multi Academy Trust, we are committed to ensuring equality of opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We strive to develop a culture of inclusion and diversity in which all those connected to the Trust feel proud of their identity and ability to participate fully in Trust and school life.

The Trust tackles discrimination:

- through active and positive promotion of equality
- by challenging harassment, bullying and stereotypes
- by creating an environment which champions respect for all

We believe diversity is a strength which should be respected and celebrated by all those who learn, teach, visit and partner with us.

Detailed information of how the Trust meets its statutory responsibilities is provided in the following Trust Policy:

Equalities and Diversity Policy

Equality in teaching and learning

The Trust is committed to providing all pupils with the opportunity to succeed and to reach the highest level of personal achievement.

This is accomplished by:

- equality of access for all pupils to rich, diverse learning opportunities
- preparing pupils for life in a diverse society
- developing an inclusive curriculum offer
- using materials that reflect the diversity of school, local community and wider population groups without stereotyping
- promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- seeking to involve parents and carers in supporting their child's education
- utilising teaching and curriculum approaches appropriate for the whole school population which are inclusive and reflective of all pupils

Equality in Admissions and Exclusions

The Trust’s admissions arrangements are fair and transparent. They do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

Equal Opportunities for Staff

All staff appointments and promotions are made on the basis of merit and ability and are in full compliance with HR law including safer recruitment procedures. The Trust is committed to ensuring that staffing across the Trust reflects the diversity of school communities.

Statement Approval

This Statement was approved by the Trust Chair and is issued on a version-controlled basis under his signature.

Committee responsible	Trust Board
Date approved	October 2022
Reviewed	October 2022
Next review	October 2024
Sign off by Chair of Trust	 Date: October 2022

Change History Record

Issue	Description of Change	Approval	Date of Issue
1	Initial issue	David Sheldon	November 2018
2	Review	David Sheldon	November 2020
3	Review	David Sheldon	October 2022