



## Equality Objectives Statement

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## **Appendix 1 - Protected Characteristics Poster**

## 2. Version control

Date	Version	Revision	Owner
22/11/2019	1.0	New Objectives Statement	Future Generation Trust Policy Team
28/09/2023	2.0	Scheduled review of Objectives Statement	Future Generation Trust Policy Team

### 3. Introduction

Future Generation Trust (FGT) recognise and welcome our duties under the Equality Act 2010. The Trust's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, employee or other member of the school community because of their:

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

We aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for pupils and staff. Our academies are committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

We will meet our duty by publishing and reviewing this document at least every four years. In addition, as detailed within the Trust's **Equal Opportunity Policy: Pupils**, each academy will:

- Display the poster included as Appendix 1, which details the nine protected characteristics cited in the Equality Act 2010.
- Produce an **Accessibility Plan** and review this every 3 years.
- Include specific equality targets in **Whole School Development Plans** and report annually on progress to the Local Governing Body (LGB)

### 4. Aims to eradicate discrimination

We believe that a greater level of success from pupils and staff 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. 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 academy and how this aligns with the academy 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.

Future Generation Trust are committed to having a balanced, diverse and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding, to help ensure that pupils 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.

## **5. Dealing with prejudice and celebrating diversity**

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our academies with the utmost severity. When an incident is reported, our academy/Trust is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

Our pupils are taught to be:

- Understanding of others.
- Celebratory of diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

Our employees will not:

- Discriminate against any member of the academy/trust community.
- Treat other members of the academy/trust community unfairly.

Our 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.

Throughout the year, the academy/trust provides 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

## **6. Equality and dignity in the workplace**

We do not discriminate against staff with regard to their:

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

Equality of opportunity and non-discrimination extends to the treatment of all members of the academy/trust community. All staff members are obliged to act in accordance will the Trust's various policies relating to equality.

## **7. Diversity & representation**

We are committed to creating a diverse workforce where everyone feels welcome and valued.

To support our work in this aspect:

- Our recruitment procedures are regularly monitored at Trust wide level to provide a full and accurate picture of our diversity.
- We ensure that key leaders undertake appropriate training that consolidates our diverse principles during recruitment.

## **8. Inclusion**

Inclusion is an essential element of our Trust values.

Our day to day procedures are designed to promote fair treatment and full participation for everyone.

Future Generation Trust is a merit-based workplace that supports and develops all our employees skills.

Further information regarding equality can be found in the Trust's Equal Opportunities Policy:  
Pupils

## 9. Monitoring & review

This document will be reviewed at least every four years and updated where appropriate, taking into account any new legislation and government guidance.

**Policy adopted on:** 21 March 2024

**Review date:** March 2028

**Signed:** Fliss Dale

**Designation:** Chair of Trust Board

**Everyone is welcome at**

***Gentleshaw Primary Academy***



**We strive to create an inclusive environment where every member of the school community can flourish.**

**Under the Equality Act 2010, which protects us all from discrimination, there are nine protected characteristics. We do not discriminate or tolerate discrimination against anyone based on any of the protected characteristics they have.**



**Age**



**Disability**



**Gender reassignment**



**Marriage and civil partnership**



**Pregnancy and maternity**



**Race**



**Religion or belief**



**Sex**



**Sexual orientation**