



Equality Statement

This policy was adopted	September 2024
Policy reviewed by	Executive Headteacher Ratified by Trustees December 2004
Policy review date	June 2028

Equality Statement

The Aspire Trust is committed to promoting equality, diversity and inclusivity in all its activities.

- We will not tolerate and will eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.
- We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.
- We will develop a culture that is diverse and inclusive that recognises and develops the potential of all staff and service users.
- We recognise the benefits of having a diverse community of staff who value one another and realising the contribution they can make to achieve our vision.
- We embrace collaboration and unity amongst young people and the wider community and society at large to challenge stereotypes and discrimination.

This includes promoting equality and diversity for all irrespective of:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity
- refugees and asylum seekers
- people with diverse communication needs

Our policy statement applies to all students, staff, parents, carers, trustees, volunteers and those with whom we work in partnership. Our policy supports the realisation of Aspire's vision statement and is applicable across the Trust.

Date: September 2024

Review Date: June 2028