

Equality, Diversity and Inclusion Statement

We believe that we must have aspiration beyond expectations for our pupils, our staff, parents, and communities.

We are driven by core values:

- **Inclusivity.** We recognise that some children will face greater barriers to their learning and development than others. We are committed to helping all children to overcome these so that they can grow and thrive to be well rounded, healthy, educated citizens.
- **Promoting social mobility.** This is a fundamental driver for Reach South. Although we recognise that each school's context and history inform our approach, this is never an excuse for accepting mediocrity or poor performance.
- **Serving our local communities.** Children's education cannot be isolated from their social context and, in particular, their family and peer environment. To raise a child's aspirations beyond their expectations, we must also raise the aspiration of their families and the wider community. Community engagement is not an additional activity that successful schools do; it is fundamental to how they work.
- **Believing in the potential of our young people.** Aspiration is a precursor to self-improvement; it is not sufficient in itself, but limited aspiration will limit achievement.
- **Preparing tomorrow's adults to contribute to social, economic, environmental, and cultural sustainable development.** We educate children to improve their own life chances and opportunities, but we also educate them as trusted members of a community and a global society.

Purpose

Reach South Academy Trust is committed to creating and sustaining a positive and inclusive working environment for our employees. Our aim is to ensure that employees are equally valued and respected and that our organisation is representative of all members of society. We define diversity as valuing everyone as an individual – we value our employees, job applicants, students, volunteers, and visitors as people. This is reflected within our Trust values and behaviours

We believe that everyone stands to benefit when we embrace and value the diversity of thoughts, ideas and ways of working that people from different backgrounds, experiences and identities bring. It helps our employees to grow and learn, enables them to realise their potential, improves decision-making, boosts engagement and innovation, and enables us to better meet the needs of our diverse customer base of teachers and students.

To this end, we have made the following commitments:

- To create an environment in which individual differences and the contribution of all team members are recognised and valued.
- To not tolerate any form of unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment or in the provision of our services to our students.
- To provide guidance and training to employees, contractors, trustees and volunteers on diversity, inclusion and equality of opportunity.
- To encourage anyone who feels they have been subject to or witnessed discrimination to raise their concerns with their manager, Human Resources or Trade Union representative.
- To make every person aware of their personal responsibility for implementing and promoting equal opportunities in their day to day dealings with people and encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices, policies and procedures to ensure compliance with the requirements of this statement.
- To monitor the effectiveness of our commitment to diversity and inclusion and the supporting policies and procedures and share with the consultative bodies at least annually.

We require all members of our community to recognise these commitments and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Dealing with discrimination

Unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation of any individual is perceived as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with the Dignity at Work Policy.

Responsibility

Our Board of Trustees has overall responsibility for ensuring that we operate within a framework of equality of opportunity.

Our Executive team have overall management responsibility, delegated to all managers throughout the organisation.

All employees have a duty to support and uphold the principles of our commitment to equality, diversity and inclusion and its supporting policies and procedures.

Responsibility for the review of this statement lies with the Director of Human Resources. This statement will be reviewed regularly and if necessary, revised in the light of legislative or organisational changes. It will be made available to the public through the Reach South Academy Trust website and individual schools websites.