



The Gateway Trust

Equality Aims and Objectives Statement

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1. Opening Statement

- 1.1. At The Gateway Trust, we welcome our duties under the Equality Act 2010. The Trust's general duties with regard to equality are:
 - 1.1.1. Eliminating discrimination
 - 1.1.2. Fostering good relationships
 - 1.1.3. Advancing equality of opportunity
- 1.2. We will not discriminate against, harass or victimise any staff member, pupil, prospective pupil, or other member of the Trust community because of their:
 - 1.2.1. Sex
 - 1.2.2. Age
 - 1.2.3. Race
 - 1.2.4. Disability
 - 1.2.5. Religion or belief
 - 1.2.6. Sexual orientation
 - 1.2.7. Gender reassignment
 - 1.2.8. Pregnancy or maternity
 - 1.2.9. Marriage and civil partnership
- 1.3. We aim to promote the spiritual, moral, social and cultural development of all individuals within our Trust, with a special emphasis on promoting equality and diversity and eradicating prejudicial incidents. The Gateway Trust is committed not only to eliminating discrimination but also to increasing understanding and appreciation of diversity.
- 1.4. All schools within the Trust are expected to uphold and implement this commitment in line with their own policies and practices.

2. Aims to Eradicate Discrimination

- 2.1. We believe that a greater level of success for both pupils and staff can be achieved by recognising and valuing the uniqueness of individuals. Creating an inclusive environment where everyone feels confident and valued is a key commitment of the Trust. This will be achieved by:
 - 2.1.1. Being respectful.
 - 2.1.2. Treating all members of the Trust community fairly.
 - 2.1.3. Developing an understanding of diversity and inclusion and the benefits they bring.

- 2.1.4. Adopting an inclusive attitude and ensuring that everyone understands what inclusive behaviour looks like and how it aligns with the Trust's values.
- 2.1.5. Adopting an inclusive curriculum and ensuring all individuals have access to opportunities.
- 2.1.6. Encouraging compassion and open-mindedness.
- 2.1.7. Challenging bias in order to drive progress and inclusion.
- 2.2. We are committed to ensuring a balanced, diverse and fair curriculum. We believe that pupils should be exposed to ideas and concepts that may challenge their understanding, to help them become more accepting and inclusive of others. Challenging and controversial topics will be explored in a way that prevents discrimination and promotes inclusive attitudes.
- 2.3. All schools within the Trust are required to monitor and evaluate data relating to incidents of discrimination, ensuring that it is broken down by protected characteristics to identify trends and inform necessary staff training and support for pupils.

3. Dealing with Prejudice and Celebrating Diversity

- 3.1. We do not tolerate any form of prejudice-related incident. Whether direct or indirect, discrimination is treated with the utmost severity. When an incident is reported, the Trust ensures that appropriate action is taken and that a resolution is put in place which is both fair and firm.
- 3.2. Pupils across all Trust schools are taught to be:
 - 3.2.1. Understanding of others
 - 3.2.2. Celebratory of diversity
 - 3.2.3. Eager to reach their full potential
 - 3.2.4. Inclusive
 - 3.2.5. Aware of what constitutes discriminatory behaviour
- 3.3. The Trust's employees will not:
 - 3.3.1. Discriminate against any member of the Trust community
 - 3.3.2. Treat others unfairly
- 3.4. The Trust's employees will:
 - 3.4.1. Promote diversity and equality
 - 3.4.2. Encourage and adopt an inclusive attitude
 - 3.4.3. Lead by example

3.4.4. Seek training if they need to improve their knowledge in a particular area

4. Equality and Dignity in the Workplace

- 4.1. We do not discriminate against staff with regard to their:
 - 4.1.1. Age
 - 4.1.2. Disability
 - 4.1.3. Gender reassignment
 - 4.1.4. Marital or civil partner status
 - 4.1.5. Pregnancy or maternity
 - 4.1.6. Race
 - 4.1.7. Religion or belief
 - 4.1.8. Sex
 - 4.1.9. Sexual orientation
- 4.2. Equality of opportunity and non-discrimination extend to the treatment of all members of the Trust community. All staff members are expected to act in accordance with the Trust's policies relating to equality.
- 4.3. We guarantee that no redundancy or dismissal will be the result of direct or indirect prejudice. All disciplinary procedures are fair and non-prejudicial.

5. Diversity and Representation

- 5.1. As a public body, The Gateway Trust is committed to ensuring that all groups are represented across our community. We strive to create a workforce and pupil body that reflects the diversity of society, ensuring that individuals from all backgrounds feel included, valued and supported.
- 5.2. All schools within the Trust are expected to proactively address any underrepresentation by taking meaningful action in their recruitment, curriculum development and engagement with local communities.

6. Inclusion

- 6.1. Under the Public Sector Equality Duty (PSED), The Gateway Trust identifies and publishes one or more equality objectives that we intend to focus on and improve.
- 6.2. Each school within the Trust is expected to develop its own equality objectives, ensuring that they align with the overall aims of the Trust while also responding to their specific context and community.

7. Closing Statement

- 7.1. Prejudice is not tolerated within The Gateway Trust. We are continuously working towards a more accepting and respectful environment for all members of our community.
- 7.2. The Trust's Equality Information and Objectives Policy, Pupil Equality, Equity, Diversity and Inclusion Policy, and Staff Equality, Equity, Diversity and Inclusion Policy provide further details on our commitment to equality and inclusion.
- 7.3. All schools within the Trust are required to uphold and implement these commitments within their own policies and practices, ensuring consistency and alignment with the Trust's vision.