

## Insignis Academy Trust Diversity Statement June 2020

Insignis Academy Trust abhors racism and discrimination in all its forms. The Board of Trustees is deeply committed to equality within our community and the wider world.

As an educational organisation we aim to fight prejudice and champion equal opportunities for everyone regardless of race, gender, sexuality or faith. We continually examine our understanding of diversity and discrimination. IAT strives to ensure that students and staff of all backgrounds feel fully respected and valued. Speaking out against injustice and discrimination is vital and all within IAT are committed to doing so. We are determined to build a more equal and inclusive community and society.

The power of education is a catalyst for equality and inclusiveness. IAT has a responsibility to educate so that the young people in our care have a full and deep understanding about the relationship between the study of history, public commemoration, social justice, and educational equality. We constantly review our curriculum, both formal and informal to ensure that our students are prepared for a successful adult life in a diverse community.

IAT respects and values the diversity within our wider community. We are committed to challenging attitudes that promote discrimination surrounding issues relating to race, disability, faith, sexual orientation, gender and pregnancy or maternity.

Our commitment to tackling discrimination and promoting equality of opportunity and good relations across all aspects of school life will be demonstrated through:

- creating an ethos in which all students and staff feel valued and secure
- creating an ethos where diversity and difference are celebrated
- rapidly resolving issues related to bullying and harassment of any kind
- eliminating discrimination that is prohibited by the Equality Act
- encouraging, supporting and helping all students and staff, regardless of their background to reach their potential
- giving all our students every opportunity to achieve the highest of standards
- actively tackling discrimination against those with a disability, racial discrimination and discrimination based on faith, sexual orientation, gender, age and marriage/civil partnership status.
- promoting equal opportunities and good relations between and amongst all
- recruiting a range of staff so that our workforce at all levels reflects local, regional and national diversity in terms of age, race, gender, physical ability, faith, ethnicity, social condition, cultural background and sexual orientation.