



**Inspiring Futures  
through Learning**

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**Equality Statement and Objectives**  
September 2023 to September 2024

<b>Policy name:</b>	<b>Equality Statement Policy</b>
<b>Version:</b>	V6
<b>Date relevant from:</b>	September 2023
<b>Date to be reviewed:</b>	September 2024 <i>This policy will be reviewed every year unless legislation dictates otherwise. Recent changes in Legislation will need to be read and used to review this Policy.</i>
<b>Role of reviewer:</b>	IFtL Head of Quality Assurance and Safeguarding
<b>Statutory (Y/N):</b>	Y
<b>Published on website*:</b>	1A

<b>Policy level**:</b>	1
<b>Relevant to:</b>	All employees through all IFtL schools and departments
<b>Bodies consulted:</b>	Employees Trade unions School / department governance bodies
<b>Approved by:</b>	IFtL Board of Trustees
<b>Approval date:</b>	29 <sup>th</sup> August 2023

#### Key:

#### \* Publication on website:

IFtL website		School website	
1	Statutory publication	A	Statutory publication
2	Good practice	B	Good practice
3	Not required	C	Not required

#### \*\* Policy level:

1. Trust wide:
  - This one policy is relevant to everyone and consistently applied across all schools and Trust departments with no variations.
    - o *Approved by the IFtL Board of Trustees.*
2. Trust core values:
  - This policy defines the values to be incorporated fully in all other policies on this subject across all schools and Trust departments. This policy should therefore form the basis of a localised school / department policy that in addition contains relevant information, procedures and / or processes contextualised to that school / department.



- *Approved by the IFtL Board of Trustees as a Trust Core Values policy.*
  - *Approved by school / department governance bodies as a relevantly contextualised school / department policy.*
3. School / department policies
- These are defined independently by schools / departments as appropriate
    - *Approved by school / department governance bodies.*



## **Vision**

At IFtL Trust Schools, we are relentlessly driven by our pursuit of excellence and high expectations of learning, behaviour and respect for every member of our community. We welcome the richness of diversity within our schools and our wider society, with equality for all being underpinned in all that we do.

## **Aspirations**

We strive to promote and create environments where all staff and learners can flourish and feel safe without prejudice or discrimination. We also aim to contribute to higher standards of shared humanity by advancing equality of opportunity for all staff and learners by creating relationships based upon mutual respect and trust. We strive to promote and create responsible citizens who are independent, innovative, positive and articulate thinkers who celebrate life and seize opportunities, viewing mistakes as a learning experience and valuing diversity, equality and inclusion.

## **Core Values**

We believe in the importance of the protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity) to eliminate prejudice, discrimination, harassment and victimization within society. We respect and value the differences between people and recognise that diversity has a positive role to play in our schools and society. We also believe in equality of opportunity for our staff and our learners, upholding fairness and social justice.

## **Success indicators**

All schools within the trust will implement the following indicators:

- We prepare learners for life in a diverse society where personal identity is valued and respected.
- We adhere to the Human Rights Act, Public Sector Equality Duty (2011) and Equality Act of (2010) including upholding the characteristics that are protected by the Equality Act 2010 - age, disability, gender reassignment., marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Staff and learners feel respected and staff within all areas of the IFtL Trust and the schools.
- We offer equal opportunities for all learners and staff.
- We eliminate any form of discrimination within our settings.
- All members of the IFtL community are protected from any form of bullying, intimidation, sexual harassment, discrimination and/ or abusive behaviour.

## **Public Sector Equality Duty (2011)**

In all our settings we comply with the Public Sector Equality Duty (2011) by directly eliminating discrimination; advancing equality of opportunity for all and ensuring we foster good relationships with all people.



IFtL and all schools will strictly adhere to the Equality Act 2010 and will not tolerate any discrimination against someone because of any of the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and/ or sexual orientation). Any bullying related to any of the protective characteristics, is a 'non-negotiable' and will not be tolerated with or towards any members of our community - children, staff, governors, trustees, parents/ cares and any visitor.

IFtL and all of its' schools will also consider their duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and their Public Sector Equality Duty in relation to reasonable force. (KCSIE, 2021 para 152)

Each school will publish further specific details to those below of how they comply with this duty that are pertinent and meet the needs of their school and local community.

### **1) Elimination Discrimination**

All our schools have clear systems in place to ensure discrimination is not welcome in any parts of our organization and in the unlikely event this does take place, clear systems in place to manage this.

In our schools, we eliminate discrimination through our work with our learners throughout the whole school curriculum, especially in relation to SMSC. It underpins Behaviour policy in school and ensures that discrimination is not tolerated.

Within our staff recruitment, we ensure that no applicant is treated differently and within the trust we have our own HR Manager to support staff with this process ensuring the values of equality are adhered to at all times.

### **2) Advancing Equality of Opportunity**

Within our schools, all learners are offered the same opportunities and inclusion is at the heart of what we do. This is particularly evident in the Inclusion Policy of the Trust. We also ensure that for all our staff development opportunities are fair based on merit and ability.

### **3) Engagement and Fostering Good Relationships.**

At IFtL, we understand the importance of positively working in partnership with families and communities. All of our schools therefore ensure clear communication with the wider community and stakeholders and strong community links are promoted. Our staff and governors also reflect the diverse society of Milton Keynes and this is actively celebrated.

## **Bullying, discrimination and harassment**

We must be aware and be vigilant to any form of bullying, discrimination or harassment of any nature. However, we need to be particularly aware of the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty) and any form of behaviour occurring against these rights will not be tolerated under any circumstances. As highlighted within KCSIE September 2023, being subjected to harassment, violence and or abuse, may



breach children's rights as stated within the Human Rights Act.

Children who are lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ+), identify as LGBTQ+ or those who are perceived as being to be LGBTQ+ may be particularly vulnerable to be bullying and we need to be extra vigilant for signs of this.

At IFtL, we will not tolerate any form of bullying, discrimination or harassment and will ensure they are swiftly and fully investigated. We also believe in educating and supporting our school communities to help prevent the occurrence in the first place.

We are aware and must be ultra-vigilant for signs of sexual violence and harassment as we know that it is highly prevalent and children often do not talk out about this and even accept it as the 'norm'. We must ensure this is not the case in any of our schools.

## Equality Objectives

The following are the IFtL Trust's objectives:



**Our Equality Objectives**

-  For our staff, and those in governance, across the IFtL trust to value and reflect the diverse society of the whole IFtL community, inclusive of our local communities.
-  To raise the attainment and quality of provision for all vulnerable pupils including those who are disadvantaged, SEND and those who are lower attaining, to enhance their life and educational opportunities.
-  To ensure quality and equitable provision and bespoke support for all vulnerable children including those who are potentially at the risk of internal inclusions, fixed term suspensions or permanent exclusion.
-  To safeguard and protect all children, swiftly identifying and effectively supporting them and their families, improving their life chances to be successful and achieve highly.
-  To ensure Human Resources procedures including recruitment, development and employee relations matters reflect the Trust's vision, promoting equal opportunities and non-discriminatory practices.

**The schools within the IFtL Trust have their own additional equality objectives based on their own contextual information and bespoke to the needs of the school, which must incorporate and build on the above trust objectives.** These need to be measurable and progress towards them is reviewed annually with new objectives written every four years.

## Equitable Futures

One of our strategic plan 2022 to 2025 ambitions is equitable futures to which every member of our IFtL family are working together to achieve. These are as follows:



**Equitable Futures**

Our vision 'to inspire futures of us all through learning together' ensures we are focused on the work of removing barriers, real and perceived, to ensure that world class learning and enriched life experiences are available to all.

We recognise the negative impact of inequality and we are dedicated to ensuring accessible, equitable and aspirational opportunities and educational offer for all. A 'family first' approach that is underpinned by the principle that family engagement is fundamental to the development of our children, young people and colleagues. We ensure we have strong links with a wide range of agencies encompassing Safeguarding, Social Care, Health and Mental Health, SEND amongst others.

Our celebration and championing of diversity provides opportunities and high ambitions for all are embedded in everything we do.

**How will we work towards Equitable Futures throughout 2022-25?**

-  Embed a strategy that offers all children and young people the opportunity to thrive, with access to the right support, in the right place and at the right time, so they can fulfill their potential and lead happy, healthy and productive adult lives.
-  Create a system that provides meaningful, effective pathways for families in times of vulnerability to unlock the responsive and respectful support of wider family networks and multi disciplinary teams.
-  Bring our Equality Objectives to life in all we do, continuously and proactively encouraging diversity, cognitive diversity and protection of personal individuality

## Safeguarding Statement

Safeguarding is everyone's business. IFtL is committed to ensuring that all our children, young people and adults are safe and feel safe.

If you have any concerns at all, raise them **immediately** with the local DSL or IFtL's Head of Safeguarding, Health, Children and Families: [vblackmore@iftl.co.uk](mailto:vblackmore@iftl.co.uk)

For further contact details, see:

- IFtL Child Protection and Safeguarding policy
- IFtL Whistleblowing policy

<https://www.iftl.co.uk/policies/>