



**Inspiring Futures  
Through Learning**

## **Equality Statement**

September 2021 to September 2022

### **Our IFtL Family**

At IFtL, we are committed to developing a family of schools who inspire all of our futures through learning. Schools within our Trust share the same values and ethos; our teams are constantly in the pursuit of development and excellence everyday. We open doors to opportunity and unlock the potential of both our children and our adults so that we all develop the confidence to achieve both our independent and collective ambitions. At IFtL, we are never alone. We know we are stronger together – one united family striving for excellence for all, in everything we do.

*IFTL is a trust established by educationalists, with education and improving outcomes for children at the heart of all we do.*



<b>Policy name:</b>	<b>Equality Statement Policy</b>
<b>Version:</b>	V3
<b>Date relevant from:</b>	September 2021
<b>Date to be reviewed:</b>	September 2022 <i>This policy will be reviewed every two years 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>	Tuesday 31st August 2021

#### 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.
    - o *Approved by the IFtL Board of Trustees as a Trust Core Values policy.*
    - o *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
    - o *Approved by school / department governance bodies.*

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## **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 pupils 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 pupils by creating relationships based upon mutual respect and trust.

## **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 pupils, upholding fairness and social justice.

## **Success indicators**

All schools within the trust will implement the following indicators:

- We prepare pupils for life in a diverse society where personal identity is valued and respected.
- We adhere to the Public Sector Equality Duty (2011) and Equality Act of (2010) including upholding the eight 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 pupils feel respected and staff within all areas of the IFtL Trust and the schools.
- We offer equal opportunities for all pupils 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.

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## **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 pupils 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 pupils 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

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promoted. Our staff and governors also reflect the diverse society of Milton Keynes and this is actively celebrated.

## **Equality Objectives**

The following are the IFtL Trust's objectives:

1. For our staff across the IFtL trust to value and reflect the diverse society of the whole IFtL community, inclusive of the local communities.
2. To raise the attainment of all disadvantaged pupils to enhance their life and educational opportunities.
3. To raise the attainment and quality of provision for SEND pupils and lower attaining pupils across the IFtL.
4. To ensure quality provision and bespoke support for appropriate children who are potentially at the risk of fixed term or permanent exclusion.
5. 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, 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.

## **Safeguarding Statement**

Safeguarding is everybody's business. IFtL MAT is committed to ensuring that all our children and young people are safe and feel safe. The right to be safe for any member of the IFtL community is a non-negotiable and paramount. Safeguarding and child protection is crucial and we are fully committed to ensuring the welfare and safety of all our children and staff. IFtL and all the schools within the Trust must fully adhere to all safeguarding and child protection legislation, policy and procedures at all times and under any circumstances. Any concerns at a Trust level will be referred to IFtL safeguarding Leads, Kim Kemp, Sue Martin or Sarah Bennett; within TMA ITTP, Michelle Gardner, and to the relevant designated safeguarding officers within each school for concerns pertinent to children within the school. IFtL fully adheres to all Safeguarding and child protection legislation and MK together partnership and Northamptonshire Safeguarding Children Partnership requirements, including the Milton Keynes and Northamptonshire Whistleblowing Policy and procedures.

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