



At Advance Trust we welcome our duties under the Equality Act 2010. The schools' general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any pupil, prospective pupil, or other member of the school community because of their:

- Gender.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.

Advance Trust academies aim to promote pupils' spiritual, moral, social and cultural development, with special emphasis on promoting equality, diversity and eradicating prejudicial incidents for pupils and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

Our core principles are:

- We share unshakeable faith that every child and young person will grow and thrive - given the right conditions. We promise to seek and provide the right conditions for **every** child and young person in our schools so that they can live safe, healthy and productive adult lives.
- We are committed to the concept of "life-long learning" and will seek to unleash the untapped potential in every child, young person and adult within Advance Trust.
- We are committed to including, empowering and uplifting the families and carers of children and young people

Advance Trust believes that a greater level of success from pupils and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is our commitment. This environment will be achieved by:

- Being respectful.
- Always treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can bring.
- Adopting an inclusive attitude.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.

We are committed to having a balanced and fair curriculum. We believe that our pupils should be exposed to ideas and concepts that may challenge their understanding to help ensure that they learn to become more accepting and inclusive citizens. Challenging and controversial concepts will be delivered in a way that prevents discrimination, and instead promotes inclusive attitudes. We will also respect the right of parents to withdraw their children from classes which pose conflict to their own beliefs.

Advance Trust does not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school community with the utmost severity. When an incident is reported, through a thorough reporting procedure, our school is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm.

At Advance Trust, our pupils are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

Our staff will not:

- Discriminate against any member of the school.
- Treat other members of the school unfairly.

Our staff will:

- Promote diversity equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.

Advance Trust does not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race, colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex or sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with Advance Trust's various policies relating to equality.

We will guarantee that no redundancy is the result of direct or indirect prejudice. All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Prejudice is not tolerated at Advance Trust academies and central team and we are continuously working towards a more accepting and respectful environment for our school communities.

The Trust's Equality Information and Objectives Policy further outlines the Trust's policies regarding equality.



Vale of Evesham School
'a specialist school for cognition and learning - enabling inclusion in the community'

Advance Trust, a Charity and Company limited by guarantee, registered in England and Wales Company number 08414933
whose registered office is at Vale of Evesham School, Four Pools Lane, Evesham, Worcs, WR11 1BN
Telephone: (01386) 442753 enquiries@advancetrust.org www.advancetrust.org Executive Principal: Liz Hayward