

Equality Information Statement

Equality Information

Attenborough Learning Trust is committed to promoting equality, diversity and inclusion and to ensuring that all members of our community are treated fairly, with dignity and respect.

In accordance with the Equality Act 2010 and the Public Sector Equality Duty, the Trust has due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Attenborough Learning Trust applies these principles across all aspects of its work, including admissions, education provision, employment, governance, curriculum development, safeguarding and community engagement.

Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

- age (staff only);
- disability;
- gender reassignment;
- marriage and civil partnership (staff only);
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

How the Trust Meets its Equality Duties

Attenborough Learning Trust promotes equality through:

- inclusive admissions arrangements;
- an inclusive curriculum that promotes respect, diversity and understanding;
- appropriate support and reasonable adjustments for pupils, staff and visitors with disabilities;
- robust safeguarding, behaviour and anti-bullying procedures;



- fair recruitment, employment and professional development practices;
- staff training and awareness;
- effective engagement with pupils, parents, carers and the wider community.

Each school within the Trust maintains an Accessibility Plan to improve access to education, the physical environment and information for disabled pupils.

Monitoring Equality

Attenborough Learning Trust regularly reviews relevant information to help identify any barriers to participation, achievement or inclusion and to inform improvement planning.

This may include consideration of:

- pupil attainment and progress;
- attendance;
- suspensions and exclusions;
- participation in school life and enrichment activities;
- prejudice-related incidents and bullying;
- complaints relating to equality matters;
- workforce recruitment, retention and development information.

Information is considered in an appropriate and proportionate way and in accordance with data protection requirements. No published information will identify individual pupils, staff members or families.

Equality Objectives

Attenborough Learning Trust publishes Equality Objectives which are reviewed at least every four years. Progress towards these objectives is monitored by Trustees and school leaders.

The current Equality Objectives are published separately on the Trust website.

Review

This Equality Information Statement will be reviewed periodically to ensure that it remains accurate and reflects the Trust's commitment to equality, diversity and inclusion.