

# Equality

Balcarras Trust is a diverse community, serving a richly varied society. The Trust is committed to equality of provision and opportunity for everyone at the Trust.

No individual will be restricted because of their race, gender, culture, religion or any other characteristic. Balcarras Trust requires all schools in the Trust to provide equal opportunities to all its pupils and staff. To this end all schools are required to take the following actions:

- 1.** Have a thorough **Equalities Policy** in place, that is up to date and reviewed regularly. Each school's Equalities Policy must make transparent the school's approach to equality for all; including racial, cultural, and gender-based discrimination.
- 2.** There is a robust **anti-bullying policy** and underlying culture in the school that is followed by all staff.
- 3. All staff understand and uphold** the school's approach to equality and non-discrimination in all aspects of their work for the Trust, including in teaching, appraisal, interviewing, appointing staff, promotion, and student behaviour.
- 4. The Headteacher**, alongside the Senior Leadership Team is responsible for the monitoring and championing of equality across the school.
- 5. The governors** of each school have a clear understanding of the school's approach to equality and **monitor carefully** the school's approach to sanctioning discrimination. The governors monitor closely appointments, promotion, appraisal and student behaviour to ensure that equality is always upheld.
- 6.** There is a **healthy approach to all education** in the school to ensure that all teaching is sensitive to background, challenges stereotypes, promotes equality and embraces the differences between people.

Balcarras Trust embraces the differences between people and welcomes the rich experience this brings. Skills taught at school are skills taught for life. Balcarras Trust is determined that all students should leave school having had the best possible opportunity to succeed with their education. Balcarras Trust students will go into the world with a respect for others that transcends differences and embraces the variety of people they will meet in future life.