

## **TAMAT Equality Statement**

### **Everyone Valued & Loved, Nobody Held Back, Nobody Left Behind**

Our mission is to provide outstanding education for all children in both Church and secular schools of TAMAT. In everything we do we will work towards excellence for our schools and children.

As TAMAT we are totally committed to treating everyone with dignity and respect, promoting equality, eliminating discrimination, and fostering an inclusive environment for all pupils, staff, parents, and stakeholders. The Equality Act 2010 prohibits direct and indirect discrimination, harassment, and victimisation of people on the grounds of protected characteristics which are:

- Disability
- gender
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex and sexual orientation
- age

We welcome our duties under the Equality Act 2010. TAMAT's general duties with regard to equality are:

- Eliminating discrimination.
- Fostering good relationships between people who share a protected characteristic and those who do not.
- Advancing equality of opportunity.

This is called Public Sector Equality Duty; its purpose is to promote equality for all.

This means that as The Alliance Multi Academy Trust (TAMAT) we must consciously think about these three aims as part of our decision-making process and pay due regard to equality issues within all our key policies, planning and appraisal.

We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under achievement.

We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential.

We will ensure that the schools' procedures for disciplining pupils and managing behaviour are fair, effective, and equitable. All TAMAT schools have a copy of their Behaviour Policy on their website, for further information please select the link of the relevant school to see the Policy.

Where appropriate, we will ensure that adults working or volunteering in the school are from diverse groups. We believe that this provides good role models for our pupils.