



Pathfinder Equality Statement

Introduction

Pathfinder Multi Academy Trust is committed to creating and maintaining a positive and supportive working environment for all staff. We value and respect the diversity of our staff and welcome our duties under the Equality Act 2010. Our schools are communities where we help and support each other, reinforcing and promoting our shared ethos and values in all we do. We believe in the strength of positive and purposeful school communities, underpinned by supportive leadership at all levels.

We are committed to being inclusive as a diverse population of both pupils and staff and see this as one of the Trust's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all our schools' activities.

This policy applies equally to current and prospective members of our school communities.

Our vision and values

Pathfinder Multi Academy Trust is an inclusive partnership of church and community schools underpinned by a shared vision, common values and a commitment to providing an excellent education to all the young people we serve.

Collaborate

As a family of schools, we work collaboratively to celebrate and nurture both the similarities and distinctiveness of each school's individual ethos and values.

Develop

We develop outstanding leadership at all levels that delivers maximum achievement whilst supporting and developing the vision and values that underpin all we do.

Nurture

We nurture an ethos in which children learn by example and grow spiritually, morally and socially to understand the uniqueness and diversity of communities, faiths and cultures – locally, nationally and internationally.

Celebrate

We celebrate the uniqueness of all pupils, and through outstanding pastoral care, academic challenge and inspirational teaching we support each child to flourish and succeed.

Thrive

We generate positive and challenging learning environments which allow staff to grow and thrive through excellent professional development.

Community

Partnering with the Church of England, other schools, educational institutions and the Pathfinder Teaching School to ensure we provide an outstanding education from pre-school to post 16.

The aims of this policy and the Trusts ethos as a whole are to:

- Promote equality of opportunity for all members of our school communities
- Comply with the equality obligations contained in the Equality Act 2010
- Provide a learning environment where all individuals through the Equal Opportunities Policy and other School policies such as PSHE, feel valued and feel they have a sense of belonging
- Include and value the contribution of all families to our understanding of equality and diversity
- Provide and promote positive information about the diversity of UK society
- Actively challenge discrimination and ensure that all members of the School community learn from these experiences
- Embed inclusion through all our activities

To achieve these aims we will strive to:

- Involve, where reasonably practicable, all members of our school communities in the development, review, evaluation, and impact assessment of all relevant improvement plans, policies and procedures
- Publish and share policies with our school communities
- Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantage amongst our students
- Overcome any potential barriers in recruiting and developing staff
- Ensure the wider school curriculum promotes and celebrates equality and diversity
- Operate a clear zero-tolerance policy towards abusive or discriminatory behaviour
- Work in partnership with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

Our commitment to equality and diversity

The Trust is committed to promoting and developing inclusion and equality of opportunity and will seek to do this by:

- Communicating our commitment to equality and diversity to all members of our community
- Ensuring all staff and students are aware of the aims of this policy
- Briefing for staff and students on the Equal Opportunities Policy
- Developing monitoring, evaluation and review mechanisms of school policies and procedures and decision-making
- Demonstrating our zero-tolerance attitude towards discrimination by taking all allegations seriously

Our main priorities with regards to equality are:

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

These priorities are reflected in our 10 key commitments to staff, in particular: developing cohesive school communities through a collaborative culture and shared vision and values; high quality recruitment, retention and development to ensure that our staff are of the highest quality; supportive staff appraisal which fosters the improvement and development of all staff; and

inclusive school communities, committed to equality and diversity and to being places where staff are happy in their work.

Our 10 key commitments to staff



1. Community and Culture

We continue to develop cohesive school communities through a collaborative culture and shared vision and values.



2. High quality recruitment, retention and development

Our commitment to Career Pathways ensures that our staff teams are always of the highest quality.



3. Supportive staff appraisal

Aspirational targets that foster the improvement and development of all our colleagues, across all schools.



4. Streamlined data and report management

A sensible approach that avoids duplication and leads to meaningful improvements for pupils.



5. Marking that is manageable and meaningful

Time invested in marking and feedback should be proportional to the impact on pupil progress.



6. Prioritising high quality planning

Effective teaching and learning is underpinned by sensible, appropriate planning that is focused on the needs of all our children.



7. Developmental teaching and learning

Quality First teaching is key to success, and as such all staff need to be supported to deliver consistently good and better lessons.



8. Communication commitment

We strive to ensure that whole school communication is clear, timely, useful and manageable for all.



9. Wellbeing – A welcoming place to work

Our schools are inclusive communities, committed to equality and diversity and to being places where staff are happy in their work.



10. Managing workload

We believe that time well spent is that which has the highest impact on raising standards, rejecting things that create unnecessary burden for little gain.

We believe that successful and thriving school communities are achieved through recognising the value of every individual. We aim to create a prejudice-free environment in which all our staff feel confident and at ease, enabling them to achieve their full potential, contribute fully to their schools and gain maximum enjoyment in their role. This will be achieved by:

- Treating everyone with dignity and respect
- Treating everyone fairly and without prejudice
- Adopting an inclusive attitude
- Encouraging compassion and open-mindedness

- Providing opportunities for development
- Supporting individuals to reach their full potential

We require all members of our school communities to recognise and support these values and act in accordance with the relevant Equality and Equal Opportunities legislation.

No individual within Pathfinder Multi Academy Trust will be discriminated against because of their sex, age, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, marriage and civil partnership.

Dealing with discrimination

We do not tolerate any form of prejudice or discrimination within our Trust. We treat all instances of discrimination extremely seriously and any such allegations will be fully investigated and appropriate actions taken in accordance with the relevant policies and procedures.

Responsibility

Equality of opportunity and non-discrimination applies to the treatment of all members of our school communities. All members of staff have a duty to support the principles of equality and diversity outlined in this document.