



At the James Montgomery Trust Academy (JMAT) we are committed to valuing diversity, tackling discrimination, promoting equality and fostering good relationships between people. Through our Equality Strategy we aim to achieve this by:

1. Providing the highest standards of equality and inclusion of all pupils, staff, governors, volunteers and parents of the JMAT in order to achieve excellence for all - regardless of age, special educational need, sexual orientation, sex, marriage and civil partnership, pregnancy and maternity, race, religion and belief, gender reassignment or disability.
2. Empathising and working with the issues pertinent to the personal, social and economic lives of both school and the wider community, including those relating to children that are looked after.
3. Acknowledging the challenges faced by the JMAT community ensuring we serve pupils and families from all backgrounds.
4. Striving to ensure that inclusion and diversity remains at the heart of our practice across all schools in the JMAT.

Alongside the JMAT's commitment to valuing diversity and the cultural inheritance of all pupils in school, the lack of diversity within the immediate school environment highlights the need to develop pupil's understanding, appreciation and tolerance of equality and diversity in both school and the wider British Community.

As a primary academy, we believe we have a vital role in combating discrimination and promoting fairness, justice and equality through our teaching and in the role models we offer. We will strive to give our pupils an understanding of the inequalities which people suffer and explore what we can do to ensure equality and inclusion for everyone.

Under the three limbs of the Public Sector Equality duty (PSED) our commitment is that:

- We **eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Equality Act 201.
- Ensure an **Advanced equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

As a trust we ensure an inclusive school environment where diversity is acknowledged and celebrated, equal opportunity is available to all, including those who share a protected characteristic and those who do not.

## Equality Objectives

Our **Equality Objectives** and **Schools Accessibility Plans** are reviewed and published annually on JMAT and individual school's websites.

Our equality strategy highlighting how we meet the three limbs of the PSED and how these are addressed is updated annually and published where appropriate. This includes, but is not limited to, the annual review of:

- Equal Opportunities Policy
- SEND Policy
- Anti-bullying and Harassment Policies
- Supporting Pupils with Medical Needs
- Our School Values
- Pupil Premium Reports
- Inclusion Policy

Where gender pay gap reporting requirements apply (250+ employees) we will publish the required information on our trust website.

The principles underlying our Academy consider the inclusion, welfare and wellbeing of all our pupils and employees. These are reflected in the core JMAT values to raise both aspirations and standards, and work collaboratively in order to succeed and thrive.