

Equality, Diversity and Inclusion

At Whitefield Academy Trust, we are committed to fostering diverse and inclusive communities where our pupils and staff are able to thrive and fulfil their full potential.

As a Trust that serves pupils with SEND, inclusion underpins everything we do. Guided by our ethos of enjoyment, achievement and wellbeing for all, we believe that every pupil deserves an education that is right for them and pride ourselves on creating a bespoke curriculum that meets each pupils' needs, interests and aspirations.

Likewise, we are committed to achieving equality, diversity and inclusion amongst our staff. We offer a range of family-friendly employment policies, flexible working arrangements and staff engagement forums, alongside exceptional personal and professional development opportunities.

We are proud to have created close-knit, supportive communities in which everyone is valued, admired and celebrated, and which champion individuality, kindness and ambition. To inform the ongoing development of our work to promote equality and inclusion we gain regular feedback from our community. We also participate in an annual survey used by similar organisations and schools across England. This provides us with national benchmarking for our results so we can measure the impact of our work.

All our schools are expected to:

- eliminate any unlawful discrimination, harassment and victimisation;
- advance equality of opportunity;
- foster positive relations between individuals and teams.

Additionally, across the Trust we aim to meet our obligations under the Equality Act 2010.

In respect of our pupils, this means we strive to:

- provide a personalised curriculum where all pupils can make progress, whatever their starting point and whatever their disability;
- support all pupils to feel cared for and valued and encourage them to treat other people with care and respect;
- provide a range of learning activities and resources which are relevant and interesting to all pupils;
- celebrate the diversity of our community and support pupils to learn about the community around them;
- encourage those pupils who can do so to recognize and challenge unfairness and discrimination.

In respect of our staff, this means we strive to:

- build a workforce at all levels which reflects our community;
- treat all staff equally, fairly and with respect, whatever their role and whether they are temporary, part-time or full-time;
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all;
- ensure that individual differences and the contributions of all staff are recognised and valued;

- provide all staff with access to high-quality continued professional development which meets their needs;
- ensure that all staff have opportunities to progress in their career, with decisions based on merit;
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.