



# Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

## CHANGING LIVES LEARNING TRUST

### EQUALITY POLICY STATEMENT

Changing Lives Learning Trust recognises the diversity of the community it serves and its responsibilities. It is committed to equal opportunities for all members for the school community and recognises its duty to promote equality of opportunity and to promote good relations between those of different races, religions and nationalities. In support of that commitment, the trust has specific policies to prevent unlawful discrimination, victimisation or harassment and to meet its statutory obligations it has adopted a race equality policy, a disability equality scheme and a gender equality scheme. These are attached to this policy. The principle of non-discrimination will inform all aspects of the trust in all of its dealings with students, prospective students, staff, prospective staff, parents and others involved with the trust including members of the community using trust facilities. Where appropriate, this policy will be drawn to the attention of outside contractors who will be expected to abide by it. All policies adopted by the trust will be interpreted and applied in accordance with this principle.

The trust will not discriminate unlawfully in respect of:-

- Gender
- Race
- Disability
- Sexual Orientation
- Religion or belief
- Age
- Pregnancy or maternity
- Gender reassignment

The trust has systems in place to monitor the impact of its anti-discrimination policies and to report appropriately on that impact.

Specifically this means the trust will:

- Treat all members of the school community with respect and dignity, and seek to provide a learning environment free from harassment, discrimination and victimisation.
- Not tolerate any form of harassment or discriminatory behaviour against members of the school community.
- Promote personalised learning which takes students' aspirations, experience and needs into account.
- Ensure that students acquire the skills which enable them to be proactive in their learning and to become responsible citizens.
- Create an environment which is accessible, stimulating, encouraging and supportive of working, learning and achieving.
- Ensure all students have their achievements recognised and, where relevant, accredited.

- Provide or work with others to ensure that the appropriate support is available for each student.
- Work to create a safe environment, which is accessible to all for working and studying.