



LYDIATE
LEARNING
TRUST

Equality & Diversity Statement

(Please read alongside the LLT Equality & Diversity
Policy)



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ENGAGE, ENABLE,
EMPOWER

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Equality & Diversity Statement (LLT)

Who this statement applies to: All employees, pupils/students, Trust Board and Academy Governance Committees Members of Lydiate Learning Trust

Introduction

This statement outlines the vision for equality and diversity within Lydiate Learning Trust. The statement covers the Equality Act 2010 and Human Rights Act 1998.

It is an 'umbrella policy' covering employees, pupils/students and governance, and all academies are required to follow the umbrella policy and to set equality objectives at a local level with due regard to Lydiate Learning Trusts policies, their own academy equality and diversity policy and to set equality objectives at a local level.

Statement

Lydiate Learning Trust values and respects individuals' differences. These differences include, but are not limited to gender, pregnancy and maternity, ethnicity, culture, age, disability, sexual orientation, gender identity, religion or belief, marital and civil partnership status, education, learning styles and those with a caring responsibility. Lydiate Learning Trust does not tolerate any form of harassment, bullying or discrimination in or out of the workplace.

Lydiate Learning Trust values variety and individual differences, and aims to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. Lydiate Learning Trust's vision is that by valuing diversity and being inclusive it will enable the communities it serves to achieve highly, and help Lydiate Learning Trust's academies meet their purpose of providing an outstanding education for all their learners.

Lydiate Learning Trust commits to:

- creating a community where diverse cultures are celebrated, where everybody feels welcome and can use their differences to develop themselves and the environment they work in
- a culture that is based on the consideration of how behaviour affects others in and outside the organisation
- regularly reflecting on its own practice to ensure that what it does doesn't create barriers to participation for pupils/students, employees or local governors/ Lydiate Learning Trust Board members
- providing outstanding opportunities and education to all its communities
- championing all of the communities it serves.

We recognise the importance that Equality and Human Rights legislation has to play in promoting equality and eliminating unlawful discrimination, but seek to exceed our legal obligations and to provide an inclusive environment for all where employees, pupils/students, and community can be a part of and contribute their best.

Lydiate Learning Trust will:

- Set equality objectives (reviewed annually), and publish information to demonstrate its compliance with the public single equality duty
- Seek to ensure that the Trust Board and Academy Governance Committee's recruitment attracts a representative sample of our neighbourhoods, in particular, we aim to have

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balanced gender composition. In the case where this balance does not represent the population, we will formally review our recruitment efforts to ensure they are inclusive and make improvements where appropriate.

- Report on how the Trust is doing on its representation priorities for the Board and the management team
- Review all policies and practices on a rolling basis to ensure that they meet legal obligations, and work to exceed these
- Create a culture that drives positive behaviour
- Have clear complaints procedures and report on complaints annually
- Biennially review recruitment processes to ensure that our practice supports our vision
- Ensure our procurement criteria are inclusive and support Lydiate Learning Trust's values
- Work in partnership with organisations that support Lydiate Learning Trust's values and vision

Our Academies will:

- Be at the heart of the community, underpinning our values to create a welcoming environment for all, celebrate the diversity of the communities they serve and promote community cohesion.
- Ensure that diversity, equality and inclusion run through everything we do and are included in all policies when reviewed.
- Provide a safe environment where adults are dedicated to protecting the rights, meeting the needs and supporting the aspirations of children. Each Academy will be recognised by all as an inclusive, high quality learning environment.
- Follow the academy equality and diversity statement and policy, and publish equality objectives which are reviewed and updated annually.
- Biennially review admissions processes to ensure that our practice supports our vision for equality, diversity and inclusion.
- Ensure procurement criteria are inclusive and support the values of Lydiate Learning Trust
- Have clear complaints procedures and report on complaints annually
- Ensure their Academy Governance Committee are open and inclusive by:
 - asking for annual reviews of meeting times
 - aiming to ensure that their Academy Governance Committee recruitment attracts a representative sample of their neighbourhood, and in particular has a balanced gender composition
 - communicating in an open and inclusive manner
 - advertising community/staff/parent/carer governing opportunities to all communities the academies serve
- Report annually on the equality objectives set, the equality & diversity profile of their staff and student/pupil population, complaints received, and the activities taken to ensure their Academy Governance Committee is open and inclusive.

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Roles & Responsibilities

The Trust Board are responsible for:

- Making sure the Academies/Schools follow all of the equality and diversity statements and policy and meets its legal responsibilities with respect to equality.
- They will review the Equality Policy.
- They will review Academy/School equality audits.

NB: Other roles and responsibilities are highlighted in the LLT Equality Policy

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