



Excalibur Academies Trust
Equality, Diversity and Inclusion
Statement and Strategy
January 2025 – January 2029

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Other Policies and Documents Associated

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1. Introduction

- 1.1 Equality of opportunity, fairness and inclusion, are the foundations of our community at Excalibur Academies Trust and a vital enabler to ensure we achieve our overall aim of providing an excellent education, empowering individuals to thrive and grow within a caring, aspirational and outward looking culture. We seek to challenge prejudice and seek to eliminate all forms of discrimination to allow us to continue to build a Trust wide culture of equality.
- 1.2 We believe that every individual in our community should be treated with dignity and respect and be part of a working and learning environment that is free from barriers, regardless of age, caring responsibilities, disability, marriage or civil partnership, pregnancy or maternity status, race (including caste, ethnic or national origin, nationality or colour), religion or belief, sex (gender) and sexual orientation, gender reassignment, or financial circumstances. Our Trust values of ambition, empowerment and acting ethically are at the heart of everything we do, and we recognise that equality is the moral imperative of the Trust.
- 1.3 The general equality duty requires the Trust to have due regards to the need to:
- 1.3.1 Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
 - 1.3.2 Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - 1.3.3 Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

2. Our Commitment

- 2.1 Everyone in the Trust is of equal value and is entitled to equal opportunities in all aspects of life within it. Together we seek to create an inclusive, empowering and positive culture that is free from discrimination, recognising the individual value we all bring.
- 2.2 Excalibur Academies Trust is committed to building a workforce which reflects diversity from the communities it serves and values the contributions from all staff from a wide range of different backgrounds. The Trust actively seeks to promote an environment that is free from discrimination and harassment and where staff and students are encouraged to fulfil their full potential. Equality is fundamental to the philosophy of the Trust and is embedded in the values and behaviours we have at the core of the work of the Trust.
- 2.3 We will:
- 2.3.1 Empower each other to build an inclusive environment where everyone can thrive and fulfil their full potential.

- 2.3.2 Not tolerate bullying, harassment, victimisation or any form of unacceptable behaviour to any individual or groups.
- 2.3.3 Support all individuals or groups to raise concerns.
- 2.3.4 Make our policies inclusive and accessible.
- 2.3.5 Continue to educate all stakeholders to fulfil our inclusion and diversity mission.
- 2.3.6 Develop, apply and evolve processes which support the Excalibur vision and values which do not discriminate in any form on the basis of a protected characteristic¹ and provides equal opportunities for all.
- 2.3.7 Stand up to behaviour which does not support this commitment or comply with the terms of the Equality Act 2010.

3. Our Strategy

- 3.1 To underpin our commitment the Trust has established an active Equality Strategy which demonstrates how we aspire to go beyond our legal duties and translate our commitment to inclusiveness throughout our culture, business and day to day organisational practice.
- 3.2 The Trust Board endorses the following high-level objectives:
 - 3.2.1 Develop a Trust wide culture which promotes equality and inclusion
 - 3.2.2 Develop and implement a sustainable one Trust approach to equality
 - 3.2.3 Create an environment that is better for all through promoting personal responsibility for equality
 - 3.2.4 Integrate and embed equality into all aspects of Trust business
 - 3.2.5 Identify and address equality gaps in our trustee and committee structures and management processes
 - 3.2.6 Incorporate equality in day-to-day activity
 - 3.2.7 Attract, retain, support and develop an excellent workforce from all areas of diversity
 - 3.2.8 Build a diverse and representative sustainable community which reflects our values
 - 3.2.9 Develop our schools to be leaders in supporting and developing staff from diverse backgrounds

¹ Protected Characteristics include: Age, Disability, Gender Re-assignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

- 3.2.10 Ensure outstanding educational experience through equity within our schools
- 3.2.11 Provide fair and equal access to all opportunities within schools, where no identified group(s) of individuals are disadvantaged due to their own personal characteristics.
- 3.2.12 Develop an equalities curriculum across the Trust

4. Implementation, Reporting and Publishing

- 4.1 The Trust is required under the Public Sector Equality Duty to publish information to demonstrate compliance with the Duty annually. The Trust needs to prepare and publish equality objectives, and these must be updated at least once every 4 years. The objectives must be set at Trust and individual school level.
- 4.2 The Trust level objectives are set out above.
- 4.3 The Trust Board charges the Chief Executive Officer (CEO) with responsibility for ensuring these objectives are developed across the Trust. To ensure a consistent, co-ordinated approach to promoting and embedding good equality practice, schools within the Trust are expected to address one or more of these objectives set within their own specific context to develop their own equalities action plan.
- 4.4 An annual report will be prepared for the Trust Board on the progress of equality and inclusion initiatives against the priorities and objectives set in the previous academic year.