

James Montgomery Academy Trust

Equality Strategy

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 will strive to eliminate discrimination by ensuring that our school's ethos, curriculum content, staff training, policies and procedures promote tolerance and appreciation of people's differences and diversity in the wider sense.
- We will ensure an inclusive school environment where diversity is acknowledged and celebrated and equal opportunity is available to all, including those who share a protected characteristic and those who do not.
- We will ensure transparency of our equality strategy, information and objectives by making them available to the school community, including parents, on the JMAT and individual school's websites where appropriate.

Equality Objectives

Our equality objectives are reviewed and published annually.

Our school's Accessibility Plans are reviewed and published on the appropriate website annually.

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
- **Mental Health and Wellbeing Policy**

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

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.