



LIFE Education Trust

## DIVERSITY, INCLUSION & EQUITY POLICY

<b>Policy</b>	<b>Diversity, Inclusion &amp; Equity Policy</b>
<b>People Committee consulted on Policy</b>	21.11.23
<b>Trust consulted on Policy</b>	21.11.23
<b>Reported to LGBs for implementation</b>	6.12.23
<b>Implementation Date</b>	6.12.23
<b>Review Date</b>	November 2027

# LIFE Education Trust Diversity, Inclusion & Equity Policy

## 1.0 Purpose and Scope

- 1.1 The Trust is committed to cultivating a culture of diversity, inclusion, and equity throughout the Trust. We believe that every individual regardless of their background, characteristics, or circumstances deserves respect, equitable treatment and the opportunity to reach their full potential.
- 1.2 We value diversity as a source of strength, creativity and innovation that enhances our outcomes and prepares our pupils/students for a diverse and global society. We embrace inclusion as a way of creating a sense of belonging and empowerment. We strive for equity as a means of ensuring fairness and justice for all, especially for those with socially disadvantaged identities.
- 1.3 This policy applies universally to all connected with the Trust, including job applicants, employees, agency workers, contractors, consultants, external secondees, pupils/students, parents/carers, volunteers and visitors.
- 1.4 Discrimination based on race, ethnicity, gender, sexual orientation, religion, age, disability, or any other characteristic protected by law is both unjustifiable and prohibited. We will take appropriate measures to address and rectify any such incidents.
- 1.5 This policy complies with the Equality Act 2010 and the Human Rights Act 1998.

## 2.0 Diversity & Inclusion

- 2.1 Diversity enriches our Trust and we are committed to:
  - 2.1.1 Valuing and embracing diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, religion, age, disability, and socio-economic background.
  - 2.1.2 Reflecting the diverse range of people, we serve in our community.
  - 2.1.3 Promoting an inclusive environment where all pupils/students, employees, and stakeholders feel respected, valued, and empowered to reach their full potential.

## 3.0 Equity

- 3.1 In striving for fairness and justice for all the Trust is committed to:
  - 3.1.1 Identifying and addressing, as far as reasonable, any internal or external obstacles that hinder the potential and performance of pupils/students, employees, and stakeholders.
  - 3.1.2 Developing strategies, and policies which recognise the specific needs of socially disadvantaged identities within the Trust.
  - 3.1.3 Cultivating a supportive learning and working environment by making adjustments to meet individual needs wherever practicable to do so.

## 4.0 Curriculum

- 4.1 The Trust places great emphasis on ensuring that the curriculum and teaching methods are inclusive and accessible for all pupils/students, regardless of their abilities, needs, or preferences by:
  - 4.1.1 Developing a curriculum that covers a range of topics, themes, texts and perspectives that reflect the diversity of the wider world and our communities.
  - 4.1.2 Providing for all those involved in teaching and learning professional development opportunities to enhance their understanding of diversity and inclusive pedagogical practices.
  - 4.1.3 Offering differentiated instruction and assessment methods that cater to the diverse learning styles and needs of pupils/students.
  - 4.1.4 Supporting pupils/students with special educational needs and disabilities enabling their participation in the curriculum and their academic and social development.

## 5.0 Employees & Governance

- 5.1 The Trust acknowledges the pivotal role played by our employees and governance in creating an inclusive educational environment. by:
  - 5.1.1 Encouraging diversity in our recruitment and selection processes.
  - 5.1.2 Offering professional development opportunities for employees to enhance their skills, knowledge and practice on diversity, inclusion and equity issues.
  - 5.1.3 Promoting diverse representation on our Board of Trustees, Board Committees and Local Governing Bodies, to reflect the communities served by the Trust.

## 6.0 Reporting & Accountability

- 6.1 The Trust is dedicated to measuring and reporting on our progress toward diversity, inclusion, and equity by:
  - 6.1.1 Regularly reviewing Trust and School policies and practices to ensure alignment with this policy.
  - 6.1.2 Collecting and analysing data and using this information to identify areas for improvement.
  - 6.1.3 Engaging with stakeholders about our progress and challenges in promoting diversity, inclusion and equity.