



Equality Statement

March 2023

In accordance with the Hanley and Upton Educational Trust Equalities Policy and DfE Regulations, the Trust is required to publish information to demonstrate its compliance with the Equality Duty, relating to both its employees and those affected by its activities.

As an educational organisation, we believe that the Equality Duty is of utmost importance as it ensures that all members of our school community, regardless of their background, are treated fairly and with respect. It helps to promote a culture of inclusivity where everyone's individual needs and differences are acknowledged and respected, creating a welcoming environment. Additionally, it supports us in achieving our objective of providing high-quality education for all students, enabling them to reach their full potential and succeed in life beyond school. Ultimately, ensuring the principles of equality and diversity are integrated into all aspects of our school is essential to creating an inclusive, safe, and harmonious learning community.

How is the HUET meeting the Equality Duty?

The HUET continues to strive for greater equality, equity, and inclusivity in all that we do. Our Equality objectives underpin our work across the organisation and run through our development priorities each year. In the last academic year:

We have:

- Continued to refine our curriculum so that through PSHE, RSE and other personal development programmes, we promote tolerance and understanding about cultures and lifestyles.
- Reviewed relevant policies to ensure compliance with relevant legislation.
- Continued to improve the accessibility of our sites.

We have undertaken to:

- Monitor the performance and attendance of students in particular groups (including SEND, disadvantage, gender, children with Looked After status, race/ethnicity, etc.)
- Monitor the impact of our behaviour policies on students with particular characteristics.
- Support staff and students with their welfare, including responding to individuals with particular needs.
- Enact our approach to equality for staff through our Equality and Pay Policies, as well as our adopted HR policies including Fairness and Dignity Policy, Recruitment and Selection Policy, and approach to flexible working.

This statement was approved by the Board of Trustees on 30th March 2023.