

Inspire Education Trust

Our Vision:

To be the educator and employer of choice, with a first-class education that empowers pupils to flourish, grow and achieve. Where pupils matter to us as much as their academic success and with staff who are valued, supported and developed. Together, we will live life in all its fullness.

Our Values

Integrity, Nurture, Servanthood, Partnerships, Inclusivity, Respect, Excellence

Our equality aims and objectives are underpinned by the trust values.

Equality Objectives: Aims

Inspire Education Trust is committed to embracing diversity and improving the quality of life across our communities by making educational, and other facilities and opportunities, openly accessible and welcoming for everyone.

We welcome our duties under the Equality Act 2010. The Trust and its academies general duties, with regards to equality, are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not, by encouraging people from protected groups to participate fully
- work ethically and with integrity, civility and respect

As a consequence, we will:

- treat all individuals with equal value, abiding by the Equality Act and Public Sector Equality Duty (PSED)
- do all in our powers to eliminate discrimination, harassment or victimisation of a pupil or potential pupil or employee
- ensure equality of opportunity of pupils and staff who share a protected characteristic and those who do not
- promote positive attitudes and good relationships between all pupils and staff



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Together we achieve, individually we grow

- take reasonable steps to remove or minimise disadvantages suffered by all pupils or staff who have protected characteristics, including special educational needs or a disability
- consider equality implications when developing policy and/or practice
- carry out equality impact assessments regularly to assess the effectiveness of our policies and procedures
- contribute positively to the communities our academies serve
- provide all our children and young people with the highest levels of expectation, educational provision and care

The act places a duty on academies to have “due regard” to equality considerations, for example, when significant decisions are being made, or policies are being developed. There is emphasis on transparency – i.e. making information available.

As a consequence, we will:

- publish information which shows compliance with the Public Sector Equality Duty
- publish Equality Objectives for 2023 - 2026
- publish our annual gender pay gap with supporting commentary
- publish attainment data for each school each academic year showing how learners with different characteristics are performing
- analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic and transphobic bullying)