



## **Equality Statement**

Stowe Valley MAT is committed to promoting equality, diversity and inclusivity in all its activities.

- We will strive to eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.
- We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us.
- We will strive towards a culture that is diverse and inclusive that recognises and develops the potential of all staff and service users.
- We recognise the benefits of having a diverse community of staff who value one another and realising the contribution they can make to achieving our vision.

This includes promoting equality and diversity for all irrespective of:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity
- refugees and asylum seekers
- people with diverse communication needs

Our policy statement applies to all students, staff, parents, trustees, volunteers and those with whom we work in partnership. Our policy supports the realisation of the Stowe Valley MAT vision statement and is applicable to all our schools.

Date: June 2021

Review Date: June 2023