

## Our vision

We want to transform education for the better, raising aspirations in our diverse communities, increasing knowledge and developing the skills our children and young people need to make their lives rewarding and successful. Our schools will be the first choice for parents because we provide a safe, nurturing environment, excellent academic standards, a rich curriculum, first class support and a wealth of opportunities to learn and grow.

## Our mission

We seek for **every one** of our students and members of staff to **enjoy coming to our schools** and for all of us to **try our very best in everything we do**.

We help **everybody** gain the knowledge, skills and habits that can lead to a **happy and successful life**, both now and in the future.

We summarise this mission as:

**“Valuing People, Supporting Personal Best”.**

We believe that helping **people feel valued** increases the chances of them achieving their **personal best**, which is the **highest standard we can expect anybody to achieve**.

Our vision and mission extend to all members of our community. We want everybody to succeed and will provide additional help for those with a protected characteristic and those who do not.

## Statement

Share Multi Academy Trust recognises that the public sector equality duty has three aims and they are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who have a shared characteristic and those who do not.

The trust will annually review how well it achieves these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation).

## Objectives

1. To continuously review and revise our curriculum so that it is representative of the diversity of our culture and society, encouraging tolerance and respect. We will identify opportunities to teach beyond the national curriculum, so that pupils can learn about a wider range of cultures and experiences.
2. Every academy will monitor and analyse pupil achievement and progress by ethnicity, gender and disability and act upon trends or patterns in this data which identify the need for additional support for pupils, with the aim of narrowing the gap for different groups.
3. Raise pupils' awareness of the range of opportunities available to them (courses, careers etc.), by using visitors or creating links to organisations that can provide role models from different walks of life for pupils to learn from and relate to.
4. The trust will attempt to increase the profile of its workforce and governance closer to that of the student profile within the schools. In the early stages, we will focus on trying to encourage more trainee teachers from minority ethnic backgrounds.
5. To ensure that staff and governors are aware of current legislation surrounding equality and diversity, that there is an understanding of the trust's responsibility to promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups within the trust community.

Please refer to the trust's website for access to the Equality and Diversity Policy.