



Equality Statement

The Roseland Multi Academy Trust cultivates its mission by inspiring a love of learning within environments that are happy, respectful and challenging and where everyone feels valued and able to reach their full potential. Our commitment to equality, diversity and inclusion is central to our mission: where everyone succeeds.

We are dedicated to embedding inclusive practices throughout every aspect of our Trust. Our aim is to celebrate diversity, promote belonging and provide equal access for all, ensuring fairness in every opportunity we offer. Our commitment to equality, diversity and inclusion aligns with the Equality Act 2010 and all relevant statutory guidance from the Department for Education, ensuring that no one is discriminated against on the basis of protected characteristics. Please also refer to our Trust's Equality, Diversity & Inclusion policy.

Trust Objectives

1. **Promote Inclusivity and Belonging**

We strive to cultivate a culture where kindness, ambition and responsibility are at the heart of our interactions. By supporting professional and personal growth, we aim to build cohesive communities where everyone feels valued and empowered to succeed.

2. **Create Inclusive Environments**

We are committed to making our working and learning environments welcoming, accessible and responsive to the diverse needs of all individuals within the Trust. If individuals experience barriers to achieving success, we are committed to addressing these through inclusive and equitable practice.

3. **Ensure Equal Access to Opportunities**

Our commitment to equality extends to ensuring that everyone in our community has the same access to opportunities and support, enabling them to reach their full potential. We work to eliminate barriers to achievement and foster a sense of belonging for everyone. We recognise the importance of mental health, wellbeing and neurodiversity and strive to provide supportive, accessible environments for all members of our Trust community.

We follow the most up-to-date Department for Education guidance. We also provide regular training on equality, diversity and inclusion to our stakeholders to eliminate discrimination, advance equality and foster positive relationships between different groups.

The Trust publishes its annual Gender Pay Gap Report as part of our commitment to fairness and transparency. We value the insights this report provides and use it as an opportunity to challenge ourselves and further build on our commitment to best practices.

We are committed to continuous reflection and action, ensuring that our policies, practices and environments are equitable, inclusive and accessible. By embedding diversity and inclusion into everything we do, we strive to ensure that every individual is respected, supported and empowered to thrive.