

# Equity, Equality, Diversity and Inclusion Statement



## Equity, Equality, Diversity and Inclusion Statement

Our schools are diverse and inclusive communities. Our pupils learn from role models from all walks of life who reflect who we are, and who we can all become. Our schools are places where children learn from more than just the curriculum; through our interactions, relationships and experiences; and they recognise and celebrate difference.

At Omnia Learning Trust we believe that everyone should have equitable opportunities in life, and want to make sure everyone who works with us and attend our schools are treated as an individual – not categorised or defined by protected characteristics, circumstances or life experiences.

As part of our commitment to equity, equality, diversity and inclusion, we acknowledge and seek to address existing and historical inequalities in our society, experienced by people who work and learn with us.

In line with the policy of the Omnia Learning Trust, none of our pupils, nor employees will be discriminated against on any grounds according to The Equality Act 2010 and beyond. We as individuals and as an organisation are committed to providing a learning, working and social environment in which the rights and dignity of individuals are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment, including bullying or victimisation.

The Omnia Learning Trust is committed to a programme of action to ensure that our Equity, Equality, Diversity, and Inclusion policy is implemented and monitored at a Trust-wide and individual Academy level. All staff have an open invitation to contribute to our strategy to improve equality of opportunity.

### Review Schedule

<b>Policy</b>	OLT Equity, Equality, Diversity and Inclusion Statement
<b>Review schedule</b>	Annual (unless changes in guidance and legislation require an immediate update)
<b>Statutory Policy</b>	Yes
<b>Policy owner</b>	CEO
<b>Lead Reviewer</b>	CEO
<b>Approver and date of last approval</b>	OLT Board, 13 <sup>th</sup> May 2025
<b>Key review dates</b>	<b>Changes made</b>
06 January 2015	Written
August 2020	No changes made
November 2020	Minor wording changes, none to the content/meaning.

November 2021	Statement wording updated and additional paragraph included. Wording/meaning not affected
November 2022	No changes made. Approved by OLT Board 29.11.22
February 2023	External review by Diverse Matters (EDI specialist)
May 2023	Reviewed and approved by OLT Board
May 2024	Reviewed and approved by OLT Board
May 2025	Reviewed, no changes proposed. Recommend external review during 25/26
May 2026: next review date	