

## Equality & Diversity Objectives

The Cranmer Education Trust respects and celebrates the diversity within our community and is committed to providing an environment which ensures that all students and staff are treated with dignity and respect. We seek to provide a positive learning and working environment, free from discrimination, harassment or victimisation.

We are committed to fulfilling our statutory duties under the Equality Act 2010 tackling all forms of discrimination by:

- eliminating discrimination and other conduct that is prohibited by the Act,
- advancing equality of opportunity between people who share a protected characteristic and people who do not share it,
- fostering good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

The Cranmer Education Trust is an Equal Opportunities Employer and welcomes applicants from all groups.

Trust Equality Policy: <http://cranmereducationtrust.com/trust-policies/>

**Our Trust and Schools' Equality Objective for 2021–2022** is to have due regard in relation to the elimination of sexual violence and sexual harassment. All our staff, trustees and local committee members will receive specific training alongside safeguarding issues. Relationships and Sex Education, E-Safety and Behaviour Policies will be reviewed in all our schools. Headteachers will ensure systems are in place for children to confidently report abuse, sexual violence and sexual harassment. Schools will report, record and monitor sexual violence and sexual harassment. Headteachers will report to their local committees, through the Headteacher's Report. The Trust Board, through the Standards Committee, will monitor and challenge school records and anonymised case studies in relation to sexual violence and harassment between children in schools.