



## 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. 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 the professional and personal growth of both our workforce and students, 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.

**3. Ensure Equal Access to Opportunities**

Our commitment to equality extends to ensuring that all students have 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 every student.

We follow the most update to date Department for Education guidance. We also provide regular training on equality, diversity and inclusion to our workforce, trustees and governors, aiming 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.

Our commitment is to continuously review and refine our practices to maintain an inclusive environment for all. We believe that diversity is a strength and through collaboration, we will continue to eliminate barriers and promote fairness, respect and equality at every level of the Trust. Together, we strive to create a community where every individual is supported, valued and empowered to reach their full potential.