Inclusive, Collaborative, Ambitious

Synergy Multi-Academy Trust

Equality, Diversity and Inclusion Statement

Synergy Multi-Academy Trust is dedicated to creating a truly inclusive environment where every student, staff member, and member of our wider school communities feels valued, respected, and empowered to reach their full potential. We are committed to fostering a culture that celebrates the richness of diversity and actively works to eliminate discrimination in all its forms.

Our commitment

In line with the Equality Act 2010 and the Public Sector Equality Duty, we will strive to:

- Eliminate unlawful discrimination, harassment, and victimisation: We will actively challenge and address any behaviour that undermines the dignity or rights of individuals or groups, ensuring that all members of our community feel safe and supported.
- Advance equality of opportunity: We will proactively identify and remove barriers that may hinder the progress or participation of individuals, providing the necessary support and resources to ensure all have the chance to achieve their best.
- Foster good relations: We will cultivate an environment where understanding, appreciation, and respect for diversity are central to all interactions and activities.

We are committed to

- Valuing Diversity: We celebrate the unique qualities, backgrounds, beliefs, and experiences of every individual within our Trust, recognizing the strength that diversity brings to our schools and communities.
- Inclusive Curriculum and Teaching: We will ensure our curriculum is broad, balanced, and inclusive, reflecting the diversity of our society and providing opportunities for all students to learn about and appreciate different cultures, perspectives, and experiences. We will employ a range of teaching strategies to meet the diverse learning needs of all students, including those with Special Educational Needs and Disabilities (SEND).
- Fair Admissions and Exclusions: Our admissions processes are fair, transparent, and do not discriminate against any individual based on protected characteristics. Exclusions will always be based on our behaviour policy and will be monitored to ensure fairness and to address any potential disparities.
- Equality for Staff: We are committed to providing equal opportunities for all staff in recruitment, training, and development, fostering a positive work environment free from discrimination and harassment. We will make reasonable adjustments where necessary to ensure that disabled staff members are not disadvantaged.
- Active Engagement: We will engage with students, staff, parents, governors, and the wider community to gather feedback, identify areas for improvement, and ensure that our policies and practices reflect our commitment to equality.
- Addressing Prejudice and Discrimination: We have zero tolerance for all forms of prejudice-based behaviour, including but not limited to racism, sexism, ableism, homophobia, and discrimination based on religion or belief. We will address all incidents promptly and effectively, providing support for both victims and perpetrators where appropriate.

Our objectives

To ensure that our commitment to equality and diversity translates into meaningful action, we will set and regularly review specific equality objectives. These objectives, which may be school-specific or Trust-wide, will be designed to address any identified inequalities and further enhance opportunities for all members of our community.

By upholding these principles and working collaboratively across all our schools, Synergy Multi-Academy Trust strives to create a truly inclusive and equitable learning and working environment where every individual can flourish and achieve their aspirations. Our current priorities include:

1. Eliminate unlawful discrimination, harassment, and victimisation by further developing inclusive practices across all policies and procedures in response to global and national pressures.
2. Advance equality of opportunity for pupils and staff with protected characteristics by identifying and addressing barriers to access and progression.
3. Foster good relations between diverse groups through inclusive curriculum content, cultural celebrations, and anti-discrimination initiatives.
4. Improve data collection and analysis to monitor equality performance and inform decision-making, including demographic data on staff and pupils.
5. Embed equality considerations into strategic planning and policy development.