



Athena Learning Trust

Trust-wide

Equality Objectives and Statement

Review

Reviewed on: 20th October 2023

Reviewed by: Trustees

Review Period: Every 4 years





In accordance with [DfE Regulations](#), the Trust is required to publish information to demonstrate its compliance with the Equality Duty, relating to both its employees and those affected by its activities.

How is Athena Learning Trust meeting the Equality Duty?

We have:

Reviewed the provision in all of our schools of PSHE, RSE and other elements within the curriculum that promote tolerance and understanding about cultures and lifestyles.

Reviewed our HR policies to ensure they are legally compliant with all relevant legislation, including the Equality Act.

Ensured that any new buildings to schools in the Trust are fully accessible, with the inclusion of lifts and disabled toilets.

We are:

Monitoring the performance and attendance of pupils within specific groups (SEND, Disadvantaged) through Committees including our Local Governing Bodies (LGB's)

We have undertaken to:

For students – implement policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);

For staff - implement policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;

Employ specialist staff to support students with special needs or disabilities, and implement the Trust disability access plan;

Monitor student and staff welfare, with intervention and support where required;

Take steps to meet the particular needs of students or staff that have a particular characteristic.