



## Equality, Diversity and Community Cohesion

- We intend that every member of the Trust community feels a sense of belonging and is valued.
- The diversity of people's different backgrounds and circumstances are appreciated and positively valued.
- Members of the Academy community, irrespective of their ethnicity, age, sexuality, religion, belief, disability or gender;
  - will be expected to work together in a constructive and positive manner.
  - will be discouraged from using ageist, sexist, racist, homophobic and demeaning language that offends others due to their religion or beliefs or disabilities, and they will be commended when they challenge such language.
  - will have all forms of harassment dealt with appropriately and be encouraged to challenge prejudices.

