

EQUALITY and ANTI-RACISM STATEMENT

The Inspire Partnership is a global community, working to achieve excellence and equality for all children. Our collective diversity as a Trust is our strength. At every level, we want children to see their past, present and their futures valued and celebrated. This runs through the ethos of the Partnership including our curriculum, our staffing and governance profile, as well as our commitment to speaking out against discrimination.

We stand together in the fight against prejudice, racism and intolerance, reaffirming our commitment to inclusion and equality in every form. Our Trust values speak to this message and are measured through the lived experiences of our staff, children and families:

- **Collaboration** matters
- **Excellence** in everything
- **Community** first
- **Equity** for everyone
- Continuous **growth**

The continued prevalence of inequality highlights the importance of education as our greatest resource to ensure a fairer, more equal society. This requires us to question positive ways to tackle discrimination through our behaviours and actions.

Our aim is to ensure children are citizens and change makers both now and tomorrow. We know there is more to do to achieve this. We pledge to our communities a promise to further review how the lived experiences of learning guides and supports our pupils and staff.

We know that racial justice does not happen through one single statement or act. Our promise is to uphold our commitments today, tomorrow, and in the years ahead. This work is part of a broader commitment to diversity, equity, and inclusion.

We understand the harmful realities that persist in our communities not just based on race and ethnicity, but based on immigration status, sexual orientation and gender identity, and beyond. Our broader equity work will include an explicit focus on pursuing anti-racist and anti-discriminatory practices as an organisation.

OUR PLEDGE:



Pursue Equitable Outcomes
for All Children and Families



Demonstrate Collaborative
and Civic Leadership Across
Our Schools



Speak Out and Make Change



Strengthen Diversity, Equity
and Inclusion Practices
Across Inspire Partnership



1. Pursue Equitable Outcomes for All Children and Families

The practice:

- Set rigorous attainment targets for all pupils and pupil groups
- Ensure all disadvantaged groups perform equally well in relation to their peers, demonstrating excellent progress from their starting points
- Develop curriculum experiences which reflect the positive cultural stories from our communities, enabling truthful and respectful appreciation of the past
- Foster a culture of high quality relationships and embed character skills across schools
- Commit to improving physical, mental and emotional well being that can be damaged by racism



2. Demonstrate Collaborative Civic Leadership Across Our Schools

The practice:

- Teach pupils both the knowledge and skills required to be present in the world and navigate life in a modern, complex society
- Be present, promote and celebrate community and civic events which foster cultural dignity and mutual appreciation of difference
- Find positive school based solutions to inequality which impacts negatively on families
- Positively challenge discrimination through policy development and curriculum provision
- Provide support for any families who require guidance and help



3. Speak Out and Make Change

The practice:

- Provide high quality parental support
- Ensure staff training supports and develops awareness of equality and diversity providing balance and sensitivity towards the needs of families
- Provide all staff with space and time to share their views and opinions
- Continuously improve communication across schools in accessible ways (e.g school newsletters, YouTube Chanel, Book Club)
- Amplify pupil voice through curriculum experiences, core texts / inspirational speakers and community projects, enabling young people to become change agents within their communities



4. Strengthen Diversity, Equity and Inclusion Practices Across Inspire Partnership

The practice:

- All schools undertake an annual audit of equality, inclusion and diversity
- Deliver regular equality and bias-awareness training for staff, governors and trustees
- Regularly review Trust practices and policies to ensure fairness in access, opportunity, experience and outcome for all pupils and staff
- All staff are made aware of legal obligations around protected characteristics
- Provide staff and community round-tables / discussion forums / listening to a range of different perspectives to actively provide equal representation, participation and the power to affect decisions