

Equality Public Duty Statement



Polaris
Multi-Academy Trust

At **Polaris Multi Academy Trust**, we are committed to promoting equality, diversity, and inclusion across all our academies. We recognise our legal obligations under the **Equality Act 2010** and embrace our role in creating a culture where everyone feels valued, respected, and empowered to achieve their full potential.

We serve a diverse community of pupils, staff, families, and stakeholders, and we are dedicated to ensuring that our policies, practices, and ethos reflect our commitment to fairness and equality.

Our Legal Duty

As a public body, Polaris Multi Academy Trust has a duty to:

- **Eliminate discrimination, harassment, and victimisation.**
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between different groups.

Protected Characteristics

We actively promote equality in relation to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our Commitment in Practice

To fulfil our Public Sector Equality Duty, Polaris Multi Academy Trust will:

- Publish and review measurable **equality objectives** every four years.
- Monitor the impact of our policies and practices to ensure they promote equity and inclusion.
- Provide ongoing training and development for staff to embed inclusive practices.
- Engage with pupils, parents, staff, and the wider community to ensure our approach reflects their lived experiences and needs.
- Ensure that curriculum content, teaching practices, and school environments reflect and celebrate diversity.

Governance and Accountability

The **Trust Board** and **Executive Leadership Team** are responsible for ensuring compliance with the Equality Duty across all academies. Each school within the Trust is expected to uphold these principles and contribute to a culture of respect, fairness, and belonging.

We believe that equality is not just a legal requirement but a moral imperative. Through our collective efforts, Polaris Multi Academy Trust strives to be a beacon of inclusive education, where everyone in the trust has the confidence, resilience and aspiration to reach their potential.