

## King Edward VI Foundation Statement

This statement sets out the King Edward VI's Foundation's commitment to the PSED and the expectations of each of our Academies, our Independent Schools, and the Foundation Office to our pupils, our staff and to our communities to encourage the development of a strong foundation of equality, diversity, and inclusion practice.

### Vision

The Foundation's mission is to make Birmingham the best place to be educated in the UK.

We are committed to creating an ethos and culture of inclusion in our schools, for the benefit of all Governors, Staff and Pupils. We believe that all staff should thrive irrespective of race, religion/belief, political views, disability, gender, gender identity, and/or sexual orientation (LGBTQ+).

We recognise and respect values and difference and understand that diversity improves and enriches our lives.

We take account of differences and strive to remove any barriers to all people practices including recruitment and retention, advancement and learning and development.

We encourage our Governors, Staff and Pupils across the Foundation to be inclusive of each other and celebrate difference and to respond to each other in ways that helps to promote values and respect and helps everyone to stay safe.

### Aims

Each school within both the Foundation and the Trust will meet its obligations under the Equality Act.

Schools within our Trust will meet the requirements of the PSED by having due regard when making any decisions or implementing policies to the need to:

1. Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

This will be achieved in the following ways:

1. We will seek to eliminate discrimination and other unwarranted conducted that is prohibited by the Equality Act by:
  - Maintaining robust policies
  - Regular training on the Equality Act 2010
  - Discussing responsibilities at staff and Governor meetings

2. We seek to advance equality of opportunity by:
  - Removing or minimising disadvantages suffered by people which are connected to a particular characteristic
  - Taking steps to meet different needs of people who have a protected characteristic
  - Encouraging participation when it is disproportionately low.
  
3. We seek to foster good relations by:
  - Including aspects within the curriculum which promote tolerance and friendship
  - Ensuring awareness of behaviour and anti-bullying policies
  - Engaging with the local communities

## 2. Responsibilities

Our schools will make themselves as accessible as possible to all pupils, whatever their background or circumstances, by offering an environment that motivates staff and students and promotes productivity, excellence, and sustainable growth.

We are opposed to all forms of prejudice and have a zero-tolerance approach. Every person in our organisation is responsible for creating and sustaining an inclusive environment based on mutual respect and is given the tools and help to do this.

No one, including any pupil, prospective pupil, or other member of the school community will be discriminated against, harassed or victimised because of:

- Age
- Disability
- Gender reassignment
- Marital or civil partner status
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

All schools will have clearly defined procedures for addressing incidents of a potentially prejudicial, bullying, or discriminatory nature and to ensure that these procedures are available for staff and pupils to obtain.

The King Edward VI Foundation Equality Diversity and Inclusion Policy will guide compliance with our PSED duties and is available here.

### 3. Guiding Principles

In fulfilling the legal obligations referred to above we are also guided by the following nine principles:

- **Principle 1:** All learners are of equal worth
- **Principle 2:** We recognise and respect difference
- **Principle 3:** We foster positive attitudes and relationships, and a shared sense of cohesion and belonging
- **Principle 4:** We observe good equalities practice in staff recruitment, retention, and development.
- **Principle 5:** We aim to reduce and remove inequalities and barriers that already
- **Principle 6:** We consult widely
- **Principle 7:** Society should benefit
- **Principle 8:** We base our policies and practice on sound evidence
- **Principle 9:** We work towards measurable equality objectives

### 4. School's Accountabilities and Objectives

All schools will take responsibility to appropriately engage with equality diversity and inclusion legislation/statutory duties and responsibilities to ensure that the guiding principles listed above are adopted.

In line with our obligations of the PSED, each of our academies in our Trust will create and publish specific and measurable equality objectives. These objectives will be reviewed every four years and will be published on their own school's website.

Our Independent Schools who are part of our Foundation will prepare their own EDI objectives, policies and procedures in line with the wider EDI policies of the Foundation.