

## City of London Academies Trust Equal Opportunities Statement

### Our vision

COLAT vision is to build and support strong, sustainable, and cohesive academies within local communities by ensuring our policies, processes and employment are inclusive.

COLAT People, Equality & Inclusion Committee provides strategic direction on equality and inclusion and ensures compliance with the Public Sector Equality Duty.

The People, Equality and Inclusion Committee will monitor and review provision ensuring that all enjoy fair and equal access to these. We will work to promote equality of opportunity for our employees and students as well as develop community relations with relevant partners, voluntary sector agencies, contractors and those who deliver services on our behalf.

### Our commitment

COLAT is committed to ensuring we meet the Public Sector Equality Duty to:

- Eliminate discrimination
- Advance equality of opportunity between different groups
- Foster good relations between groups in our academies and local communities to tackle prejudice and promote understanding.

This commitment covers our:

- Employees
- Students
- Local communities
- Other third-party service providers and users

COLAT is committed to equal opportunities within all our provision our employees. Our People, Equality & Inclusion Committee will actively promote equality, diversity, and inclusion in our employment practices. The committee will use an action plan to identify and monitor the progress of actions to address inequalities.

Our commitment is integral to the employment conditions of our staff and the education provision delivered to our students. The expectation is that all our staff will promote equality and inclusion in the workplace and in the delivery of outstanding education.