



## The TRUE Learning Partnership

### Equality Statement

The TRUE Learning Partnership (TTLP) is committed to its duties under the Equality Act 2010. The Equality Act 2010 covers discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These categories are known in the Equality Act as 'protected characteristics'.

As a Trust, we recognise our responsibility to;

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not
- foster good relations between persons who share a relevant protected characteristic and persons who do not

In meeting our duties we are guided by TTLP's vision and values

- To serve our communities with "...an unwavering commitment to ensure every young person achieves their goals, whatever their circumstances"
- A community focussed, values based, learning organisation that meets the needs of all its members so that all will achieve

Our equality objectives are informed by TTLP's principles

- To respect, honour and promote the identity of all members of our community
- To believe in and empower everyone within TTLP to achieve their goals, through collaboration and support
- To listen to everyone working in or coming in to contact with TTLP, to ensure they are treated fairly and with respect
- To communicate clearly across TTLP to develop positive relationships and a shared sense of cohesion and belonging

- To support all members of TTLP by addressing differing needs and requirements across our community

We will combat discrimination and promote equal opportunities for all members of TTLP by;

- Embracing diversity as a strength
- Implementing equal opportunity policies
- Reporting all incidents of discrimination or harassment

The TRUE Learning Partnership will consider equality issues when making decisions about;

- How we act as employers
- How we develop, evaluate and review policy
- How we design, deliver and evaluate services
- How we commission and procure from others

The TTLP Trust Board is responsible for;

- Ensuring schools within TTLP meet their legal responsibilities with respect to equality
- Ensuring TTLP policies and procedures are implemented effectively, are fair and help to advance opportunity between staff from all groups
- Overseeing and supporting Local Governing Bodies and Senior Leadership Teams to understand their responsibilities in regard to equality in their schools

Please refer to TTLP's Equality Policy and individual schools' websites for their Equality statements and objectives.

[http://www.lostockhall.com/serve\\_file/4545](http://www.lostockhall.com/serve_file/4545)

<https://www.phs.cheshire.sch.uk/aboutus/equality-objectives>

<https://www.disley.cheshire.sch.uk/equality-duty/>