



# The Kassia Academy and Support Services (TKAS)

Part of **KINGS ACADEMY TRUST**

## EQUALITY CHARTER

### COMMITMENT

Kings Academy Trust is committed to equality in all its activities for those who learn and work here and will respect differences in race and ethnic origin, gender, disability, mental health, sexual orientation, age, religion and belief, additional learning, economic and social need.

### WHAT THIS MEANS

The Trust will be a place where:

- All who learn and work here have the opportunity to participate fully and achieve their full potential
- Physical, social and economic barriers to access are minimized
- The environment is welcoming and supportive
- Everyone accepts their responsibility to uphold equality and show respects to others

### HOW THE TRUST WILL SHOW ITS COMMITMENT

The Trust will:

- Actively promote equality by valuing and respecting differences between people
- Ensure staff are equipped to recognise diversity and challenge discrimination
- Investigate all allegations of discrimination sensitively
- Monitor the curriculum and learning to ensure they are free from discrimination and reflect the needs of the wider community
- Monitor policies, procedures and practices to ensure they are free from discrimination and respond to the needs of the wider community
- Reflect the contributions of all members of the community in promoting its activities
- Face up to the challenge of improving year-on-year as an outstanding equality organisation which listens to and cares for all its students and staff.