

Equality and Diversity objectives

February 2018

The Trust and OMA is committed to:

- Supporting and promoting our academies curriculum offers to ensure they provide students with access to meaningful understanding of diversity of cultures and ethnicities, and encourage integration and shun discrimination
- Supporting our academies recruitment processes with a view to openly encourage a diverse range of applicants, and that applications are considered individually and comprehensively in order to ensure equality of opportunity
- Closing the attainment gaps between “groups” of learners, with a particular focus on gender, students with additional learning needs and students from minority ethnic groups
- Adopting proactive measures to further develop in all OAT employees and students across the chain a culture and ethos that embraces diversity and recognises the need for equality
- Ensuring OAT governors are appropriately trained in equality and diversity such that they are empowered to support and encourage the value of fairness and difference in the academies and communities they serve