



Interaction & Communication

— Academy Trust —

Equality Objectives

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Review Cycle	3 Years
Review Date	April 2024

ICAT prides itself on being a fully inclusive Trust within which all staff are dedicated to ensuring that our vision and values enable all our pupils to work hard, work together, have fun and share their successes. We have high expectations for all our pupils regardless of disability, age, gender, ethnicity, ability and social backgrounds. We take steps to foster good relationships, tackle prejudice and promote understanding between people from different groups.

Our objectives are:

- to promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- to reduce prejudice and increase understanding of equality through direct reacting across the curriculum and through interventions where necessary.
- to provide differentiated provision to meet all pupils' learning needs.
- to ensure the school environment gives pupils equal access to facilities and resources.
- to identify any group of pupils who may not, in spite of their learning difficulties and complex needs, be working at a lower level than their peers.
- to promote cultural development and understanding through a rich range of experiences, both in and out of school
- to eradicate prejudice related bullying in relation to the protected characteristics listed in the Equality Act 2010
- to tackle prejudice and promote understanding in relation to people with disabilities.