

## Equality and Diversity Statement

The Education Futures Trust celebrates and values diversity and believes in the equal treatment of all. No child should or adult should be treated more or less favourably on the grounds of race, colour, disability, ethnic origin, gender identity, religion, sexual orientation, age, marital status or personal circumstances.

Equality will be promoted at all levels and discriminatory behaviour by staff, learners or visitors will not be tolerated, nor will incidents of bullying and harassment. Clear procedures are in place and staff, volunteers and visitors will be made aware of these and appropriately supported if an incident is disclosed.

There are three main ways of learning – visual, auditory and kinaesthetic. Education Futures Trust tutors will employ a variety of teaching techniques in order to provide visual, auditory and kinaesthetic opportunities for learners.

Learners, staff, volunteers and service users are encouraged to discuss any requirements or concerns they may have with the staff member, tutor or responsible person so that the appropriate support can be identified. This will ensure that no-one is excluded from any activity on the grounds of race, colour, disability, ethnic origin, gender identity, religion, sexual orientation, age, marital status or personal circumstances.

All staff will be required to complete local authority approved Equality and Diversity training on an annual basis. The Education Futures Trust will be open minded to making adaptations to services where identified change is needed and regularly review processes to ensure these are truly inclusive.

**Our children. Our families. Our community.**

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