



## Equality and Diversity Policy Statement

*It is the policy of Magdalen Court School that:*

As society, the composition of students/staffing and the communities we serve continuously change, there is an on-going need to ensure that Magdalen Court School remains alert to the needs and rights of groups and individuals, and that equality, diversity and inclusion underpins all we do.

These opportunities include:

- a) Ensuring that all students maximise their potential regardless of their background or characteristics.
- b) Responding to the changing diversity of our students, communities or colleagues and the opportunities this presents.
- c) Addressing under representation within the workplace and in particular within leadership positions. Broad representation is key to ensuring that both pupils and staff have positive role models to provide inspiration and ambition.
- d) Deliberately pursuing strategies to ensure fair and equal pay opportunities for different groups, including addressing the gender pay gap.
- e) Harnessing the power and leverage of leadership within our school.
- f) Celebrating the opportunities created through EDI.

At Magdalen Court School we know that in order to meet the needs of all stakeholders we need a diverse talent pool that supports the pursuit of equity on behalf of all stakeholder groups.

We recognise that supporting a diverse organisation is a continuous process where long term and sustainable plans are key. We recognise that attracting, advancing, developing, engaging, and retaining a diversity of talent is important; alongside delivering equality of opportunity for our pupils whilst fostering an inclusive culture where differences are valued and enhanced. This is a continuous process where long term and sustainable plans are key.

Venturers Trust holds a deep commitment to welcoming diversity, examples of which are demonstrated on a day-to-day basis throughout all academies and entities within the Trust.

Signed (Chair of Trustees):

A handwritten signature in black ink, appearing to read 'John H.C. Jenner', written over a horizontal line.

John H.C. Jenner  
May 2022

Signed (Interim Headteacher)

A handwritten signature in blue ink that reads 'R Gardner'.

Robert Gardner  
May 2022