



Aspire Learning Trust

Corporate Statement on Equal Opportunities

Policy Reference:	A23
To be reviewed:	Annually
Policy Owner:	HR Committee

Policy Progression Revisions		
Date	Reviewed	Description of changes
December 2016		New Policy

Date Approved	December 2016
Date Reviewed by	
Signature of Chair	
Print Name	

1. The Aspire Learning Trust welcomes the diversity of gender, ages, abilities, ethnic origin, faiths and cultures of the people who make up our society.
2. It is a fundamental principle of the Trust's policies that all people should be valued regardless of their economic circumstances, sex, age, disabilities, culture, ethnicity, language (including British Sign Language), religion or sexual orientation.
3. The Aspire Learning Trust is committed to promoting equality of opportunity for all people particularly those who are:
 - seeking and using the Trust's services;
 - employees or prospective employees of the Trust or its contractors who supply goods or services to the Trust;
 - working or seeking work in a voluntary capacity supported by the Trust.
4. The Aspire Learning Trust believes that the equality of services is enhanced when the make-up of the workforce reflects that of the population served.
5. The Aspire Learning Trust will use its influence to promote understanding and harmony between people. It will work with other agencies and organizations to eliminate discrimination, harassment and attacks on any group or individual.
6. The Aspire Learning Trust will seek to ensure equal opportunities through:
 - ensuring that services are equally accessible and relevant to the needs of different client groups;
 - appropriate recruitment, employment and promotion practices and procedures;
 - letting of contracts to suppliers of goods and services;
 - development of policies including consultation with communities and groups affected;
 - training for all staff;
 - publicity for and access to services in relevant languages and formats where necessary.
7. The Aspire Learning Trust will monitor performance in these areas by the most appropriate means for each service. Progress on implementing the Statement will be monitored on a regular basis.

The Aspire Learning Trust has adopted this policy document which is based on Cambridgeshire County Council's Corporate Statement of Equal Opportunities as a confirmation of its commitment to the provision of equal opportunities within the College.