[Statements of Intent | Extol Academy Trust](https://www.extoltrust.co.uk/statements-of-intent/)

**British Values**

Extol Trust is committed to promoting and practising acceptance and engagement with the ‘British Values’ of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs.

All Extol schools work hard to ensure that British Values are modelled in everything we do. Extol Trust encourage an understanding of right and wrong, taking responsibility, how we contribute to society and being tolerant of each other and our cultural traditions. This is promoted throughout our schools across the curriculum and additionally in assemblies, and celebrations of achievements.

We believe in the importance of:

**Democracy**– pupils have many opportunities for their voices to be heard and the school within Extol Trust promotes democratic processes through the election of school councillors, as well as elected Head Boy and Head Girl. This fosters the concept of freedom of speech and group action to address need and concerns.

**The rule of law** – the importance of laws, whether they be those in school or in the country, are consistently reinforced throughout all aspects of school life. Pupils are taught the value and reasons behind laws, that they govern and protect us, the responsibilities that this involves and the consequences when laws are broken.

**Individual liberty** – We encourage pupils to become good and valued citizens. Our schools do this by supporting each pupil to become as independent as possible knowing that they are in a safe and supportive environment. As a Trust we educate and provide boundaries for young people to make choices safely. Pupils are encouraged to know, understand and exercise their rights and personal freedoms and are advised how to exercise these safely.

**Mutual respect**- Respect is at the core behaviour across Extol Trust. Pupils and staff  treat each other with great respect.

**Tolerance of those with difference faiths and beliefs and for those without faith** - Tolerance of those of different faiths and beliefs is promoted as children gain a greater understanding of religious diversity and practices for those religions represented in the UK. Our schools encourage respect for all where people are valued equally without regard to ability, gender, faith, heritage or race. We offer a broad and balanced curriculum in which religions are studied and respected. We will actively challenge students, staff or parents expressing opinions contrary to fundamental British Values, including ‘extremist’ views.

**Radicalisation and Extremism** – We believe and actively support the view that all our communit should be protected from radicalisation and extremism. Our approach to this is in line with the Government’s CONTEST (the counter terrorist strategy) and PREVENT (stopping people becoming terrorists or supporting terrorism) strategies. Our 100% commitment to safeguarding pupil and staff welfare means we are vigilant to monitoring vulnerability to radicalisation.

We aim to support our pupils in developing and demonstrating skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain. Every school in Extol Trust publishes details about how they ensure British Values are promoted in their specific setting. It is for the local Senior Leadership Team and LGB to shape how each school does this in line with their curriculum offer, developed to meet their needs on their specific cohort of children.

**Equality and Diversity Scheme**

Extol  Trust seeks to be an equal opportunities employer and promote an environment that is free from discrimination. We aim to:

* eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
* advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
* foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

as outlined in  The Public Sector Equality Duty .

Extol Trust is committed to building a diverse workforce and values staff contributions. We welcome our general duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination; to advance equality of opportunity; and to foster good relations. TExtol Trust promotes equality in respect of:

Age;

Disability;

Pregnancy and maternity;

Sexual orientation;

Race (including nationality; ethnic or national origin);

Gender (including gender reassignment);

Marital Status including civil partnership;

Domestic circumstances;

Carer responsibilities;

Religion or belief;

We also welcome our specific duties to publish information about our school population; to explain how we have due regard for equality; and to publish equality objectives which show how we plan to tackle particular inequalities or disadvantages.

Meeting our duties to promote community cohesion, moral, social and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

**Safeguarding Statement**

Extol Trust is committed to safeguarding and promoting the welfare of children, we expect all staff, volunteers and visitors to share this commitment.

The Trust aims to provide a caring, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual child, and strive to make sure that every pupil in our Trust feels secure, well-cared for, and able to attain their full potential.

The Trust understands and is committed to the vital contribution that Trustees, staff, parents and other pupils make to safeguarding children. Every member of staff has a collective recognition of the importance of providing an environment that helps children feel safe and respected, and a culture that encourages children to talk openly, and have the confidence they will be listened to.

Safeguarding within Extol Trust is the proactive stance, which aims to protect children from abuse or harm, and Child Protection is the reactive stance taken to support pupils whom our schools suspect may need protection.

We have a number of policies and procedures in place that contribute to our safeguarding commitment. We ensure that our schools have effective measures in place to safeguard children from the potential risk of harm, and that the safety and well-being of children are of the highest priority in all aspects of our schools' work.