



The Kite Academy Trust

POSITIVITY • INTEGRITY • RESILIENCE • RESPECT • ASPIRATION

Equality, Diversity, Inclusion and Belonging Statement

Equality

At the Kite Academy Trust, we are committed to fostering a culture that embodies our core values. We work to ensure fairness, remove barriers and promote equal opportunities for every pupil, colleague and member of our community. Guided by **integrity** and **respect**, we challenge discrimination and prejudice, by using data to identify inequality and embed equitable practice in all aspects of our work.

Our recruitment processes are transparent, consistent and free from bias. We use anonymised screening to ensure that all applicants are treated fairly and assessed on their strengths and potential. Equality for us means ensuring everyone has the opportunity to succeed, grow and contribute fully to our Trust.

Diversity

We celebrate the richness that comes from different backgrounds, cultures, identities and experiences. Through **positivity** and **aspiration**, we embrace difference as a source of creativity and strength.

We seek to attract and retain a workforce that reflects the communities we serve, recognising that diverse perspectives enrich our Trust and enhance outcomes for pupils. Using data insights, we will track and identify gaps to strengthen this commitment. Diversity is not simply acknowledged — it is valued, respected and actively championed.

Inclusion

Inclusion is central to who we are. We work proactively to remove any barriers that may limit participation or success, ensuring that every pupil and every member of staff is able to thrive, feel valued and respected, treated with kindness and be empowered to contribute. For staff, our recruitment, induction and 'One Team' training programmes are designed to be accessible, supportive and inclusive. For pupils, our curriculum, teaching approaches and wider provision are shaped to meet diverse needs and enable every child to learn, grow and succeed.

We are committed to nurturing talent and potential at every stage of a person's journey with the Trust. Guided by **aspiration** and **positivity**, we create meaningful opportunities for growth — through high-quality learning experiences for pupils and through professional development for colleagues. These opportunities build confidence, strengthen skills and support individuals to flourish and make a meaningful contribution to our community.

Belonging

We are committed to being a Trust where everyone feels they truly belong. We nurture warm, welcoming communities where individuals feel valued, heard and able to be their authentic selves. Belonging is strengthened through our values of **respect** and **positivity**, ensuring that every person feels connected, safe and part of something meaningful. As a Trust, we embrace our **One Team ethos**, working together in a culture where every pupil and colleague is supported to be their true self and contribute confidently to our shared purpose. We use data-informed insights to strengthen the sense of belonging across the Trust and to ensure every voice contributes to our culture.

From the moment someone considers joining our Trust, we aim to foster a sense of belonging that continues throughout their journey with us. When people feel accepted and valued, they flourish — both within our Trust and in the wider world.


Jeremy Meek
CEO


Destiny Belle
Director of Operations