



Voyage Education Partnership Equality Objectives

We recognise that the Public Sector Equality Duty (PSED) has three aims, we must have due regard to the need to:

1. **Eliminate discrimination** and other conduct that is prohibited by the Equality Act 2010;
2. **Advance equality and opportunity** between people who share a protected characteristic and people who do not share it;
3. **Foster good relations** across all characteristics – between people who share a protected characteristic and people who do not share it.

Voyage Education Partnership Mission:

- To create centres of excellence within, and for, the communities we serve which raise aspirations and achievements for all.
- A Trust that provides care, support, guidance, challenge and empowerment for all.

Voyage Education Partnership Strategic Priorities:

- 1: Every learner in Voyage is educated in a 'Good' academy every day
- 2: Voyage is 'The Trust of parental choice'
- 3: Voyage is 'The Employer of choice'
- 4: Voyage is 'The Partnership of choice'.

Voyage Education Partnership Values

Voyage seeks to live its values for all learners – children, adults, the wider community:

Discovery: *We want every learner to be curious and discover a love of learning, achieve and aspire to be their best*

Diversity: *We are an inclusive organisation where everyone has the opportunity to thrive. We recognise, respect and value difference.*

Endeavour: *We work hard and smart to achieve our aims and goals.*

Navigate: *We demonstrate ethical leadership and guidance at all levels and act with integrity.*

Resilience: *We adapt successfully to challenges and are optimistic.*

At Voyage Education Partnership we respect and celebrate the diversity within our localities and the unique characteristics within each academy community.

We have set the following Equality, Diversity and Inclusion objectives for 2024 onwards:

Inclusion - All academies and shared services will achieve the national accredited and externally assessed Inclusion Quality Mark.

Equity – Our aspiration is to raise outcomes for all pupils, creating learning environments where all pupils feel supported, rewarded and inspired, accelerating the progress of less advantaged pupils, bilingual and multilingual learners and developing inclusive provision for learners with SEND.

Equality – To ensure all curriculums are broad and balanced and reflect the importance of equalities and inclusivity and prioritise continued professional development to support EDI.

Diversity – Ensure that the respect for and celebration of diversity is visible across the Trust in all activity including curriculum planning, media communications and environments by promoting and reflecting an accurate representation of the diverse communities we serve.

Wellbeing - Foster an inclusive, safe and healthy environment, where everyone can be themselves, give their best and feel proud to work and learn within Voyage Education Partnership. We believe that wellbeing is an entitlement for all. We will embed our staff wellbeing strategy, fostering a culture of nurture, personal and professional growth.