

Equality, Diversity, Inclusion and Belonging Statement

WISE Academies



Culture

Our workforce is made up of individuals each with their own identity.

Our culture thrives on a sense of belonging and togetherness where all staff can be authentic at work.

At WISE Academies we believe that everyone deserves to feel a profound sense of belonging and human connection, regardless of their background. Our approach to inclusive leadership is rooted in **integrity**, ensuring that we thoughtfully adapt to empower every individual. We are **accountable** for cultivating an environment where staff, students and families are not only appreciated for their authentic selves but also feel safe to voice their perspectives. Through genuine **partnership**, we strive to understand and address the explicit and implicit experiences of our diverse communities, fostering mutual **trust** as we champion equality for all protected characteristics.

Recruitment

At WISE Academies our commitment to Equality, Diversity, Inclusion and Belonging begins with our recruitment process. We are dedicated to building a workforce that not only reflects our communities, but also embodies the varied perspectives and talents essential for innovation in education.

Our safer recruitment is founded on the principle of Equality, ensuring fair and unbiased opportunities for all candidates. We actively strive to attract a broad and diverse pool of talent, believing a wide range of backgrounds, experiences and ideas strengthens our Trust and enhances our ability to meet the needs of every pupil.

We are committed to creating an inclusive candidate experience, where every applicant feels respected, valued and empowered to showcase their unique skills and potential.

Professional Growth

At WISE Academies we believe in nurturing talent at every level, fostering a culture of continuous professional growth that empowers all. We're dedicated to providing engaging career pathways and robust aspiring leaders programmes designed to develop our staff, equipping them with the skills and confidence to excel and progress within our Trust.

We understand that equality is about ensuring everyone has an equal opportunity to succeed, while diversity is about celebrating and valuing each individual's unique perspectives.

Staff Voice

At WISE Academies, we believe that a truly equitable, diverse, inclusive and belonging environment is built upon the foundation of a valued and heard staff voice. We are deeply committed to fostering an open culture where every member of our team feels empowered to contribute their perspectives, knowing their insights are essential to our collective success and continuous improvement.

To ensure staff voice is not only heard but actively shapes our Trust we employ a multi-faceted approach through regular Staff Surveys, Employee Engagement Forums and Working Parties for Key Policy/Strategy Reviews.

Curriculum

At WISE Academies, our curriculum is a powerful tool for Equality, Diversity and Inclusion. Recognising the rich tapestry of our diverse and often deprived communities, we commit to providing a curriculum that is not only academically rigorous but also deeply relevant and empowering for every child. We ensure all pupils see themselves reflected in their learning, fostering a sense of belonging and celebrating their unique backgrounds.

Our commitment extends to upholding fundamental British Values – democracy, the rule of law, individual liberty and mutual respect and tolerance – as integrated into our spiritual, moral, social, and cultural provision.

We equip pupils with the critical thinking skills to engage with a **balanced range of views** on political and social issues, always rejecting extremist or partisan agendas. This approach cultivates responsible, engaged citizens who are prepared to thrive in our complex world and contribute positively to their communities.

