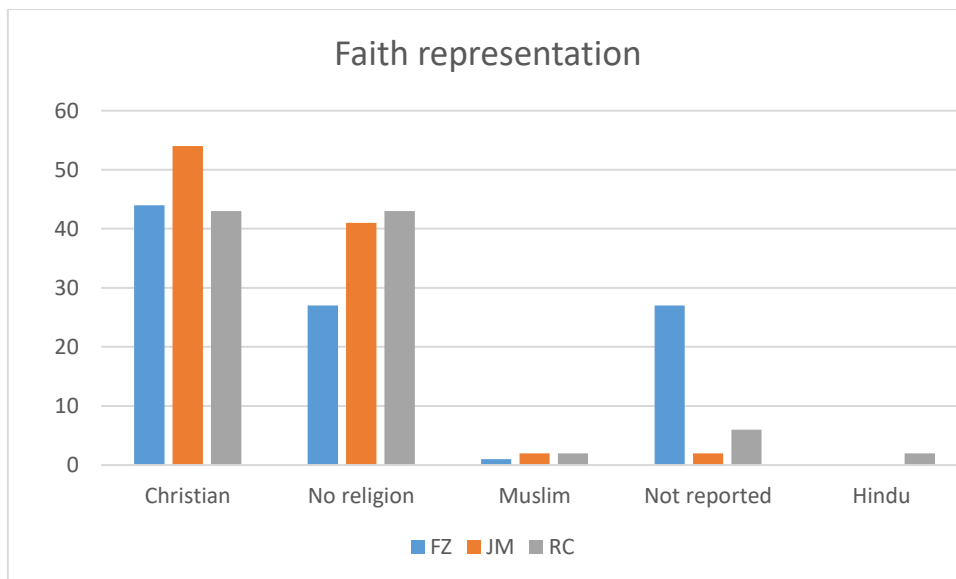
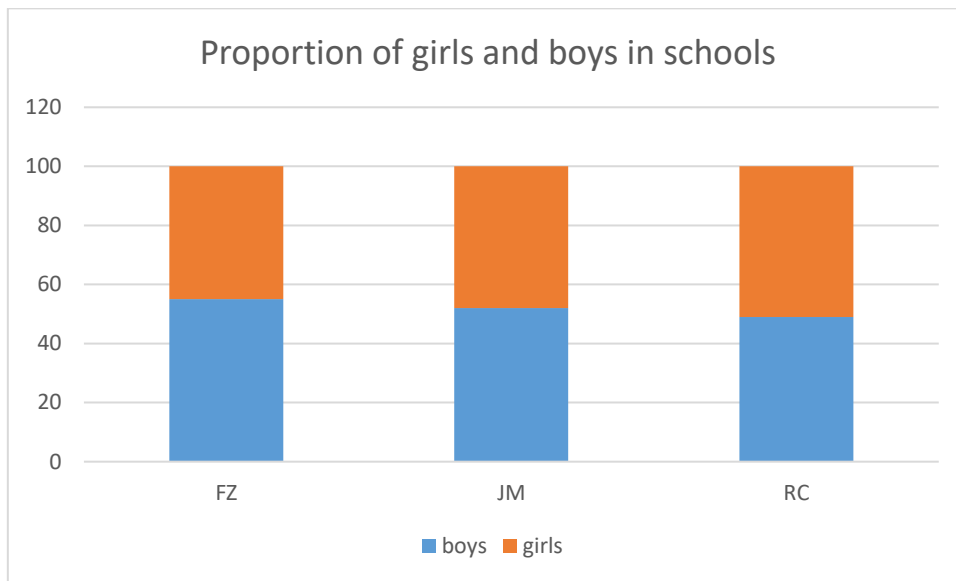


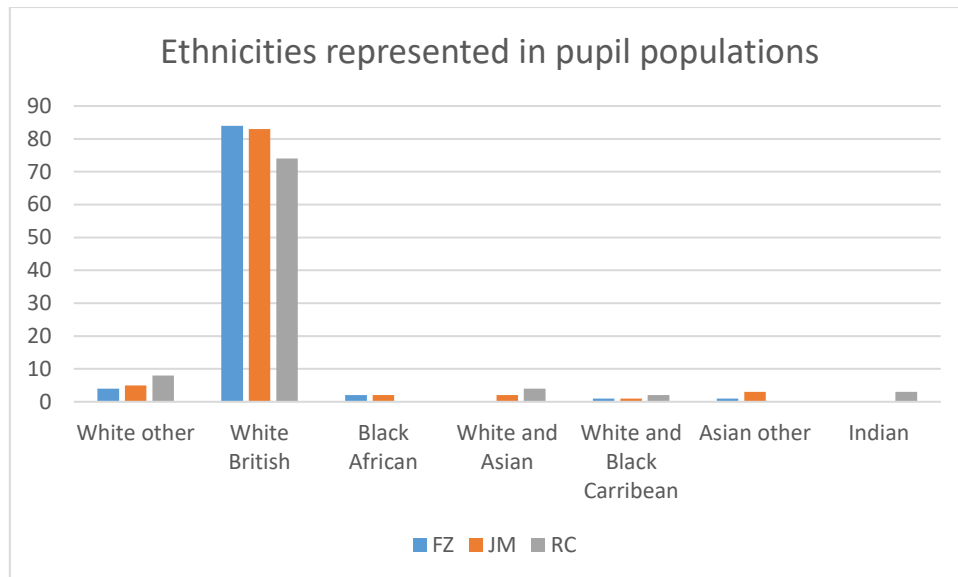


EQUALITIES INFORMATION

We have three schools in our trust - John Mason School, Fitzharrys School and Rush Common School, all located in Abingdon, Oxfordshire.

Our school populations are made up as follows:





We recognise that our children, pupils and students reside and are educated in communities that are not widely diverse and that in order to prepare them for taking their place as adults in the world, whether local, national or international, we need to explicitly address this. We are reviewing our resources, display, formal and informal learning opportunities to be sure that as wide a representation of the breadth of a fully diverse society is seen and engaged with.

We work hard to eliminate unlawful discrimination, harassment and victimisation. We explicitly advance equality of opportunity and aim to foster good relations.

The trust's business plan, published in summer 2019, is explicit that our commitment is for **opportunity** for all children in the trust, and **community**, where we explicitly address disadvantage and promote social mobility – as two of our key values. Alongside these are **quality**, **collaboration** and **ambition**. All of these focus on ensuring that equalities are at the heart of our work.

In reviewing our policies and procedures, we look at their impact on key groups in our school community. For example, trustees monitor the impact of appraisal and pay decisions to ensure that no group is either advantaged or disadvantaged. Admissions policies for pupils are compliant with the national Code. Good relations are fostered through PSHE programmes and trips and visits beyond schools, and through inviting people into the schools.