



GREENSHAW
LEARNING TRUST

GLT
Equalities
Policy

ALWAYS
LEARNING

Greenshaw Learning Trust
Equalities Policy

Contents

PART A.....	3
1.1. Application	3
1.2. Approval and review	3
1.3. Terminology	4
1.4. Responsibilities	4
1.5. Policies and procedures	4
PART B.....	5
1. Our commitment	5
2. Legal Duties.....	5
3. Actions to be carried out	6
4. Responsibilities of the Trust:.....	7
5. Responsibilities of schools in the Trust:.....	7

PART A

1.1. Application

This Greenshaw Learning Trust Strategic Policy applies to the Greenshaw Learning Trust as a whole and to all the schools and service units in the Trust. The Greenshaw Learning Trust, including all the schools and services within the Trust, their Trustees, governors and staff, must abide by this GLT Equalities Policy.

The Greenshaw Learning Trust believes that the promotion of equality of opportunity is in the best interests of our staff, students and the wider community, and that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.

It is the responsibility of the governing body and Headteacher of each school, and the Board of Trustees and CEO for Trust central services, to ensure that their school/service and its staff adhere to this GLT Equalities Policy. In implementing the policy and associated procedures the local governing body, Headteacher and Trust staff must take account of any advice given to them by the GLT CEO and/or Board of Trustees.

This GLT Equalities Policy applies to the Greenshaw Learning Trust as a whole and to all the schools in the Trust and the Trust Shared Service.

The Greenshaw Learning Trust, including all the schools, their Trustees, governors and staff, must abide by this GLT Equalities Policy.

This Policy is subject to the Trust's Scheme of Delegation for Governance Functions. If there is any ambiguity or conflict then the Scheme of Delegation and any specific alteration or restriction to the Scheme approved by the Board of Trustees takes precedence.

Where appropriate policies and procedures relating to Trustees, governors and/or governance have been approved by the Board of Trustees, they override relevant references to governors within the these policies and procedures.

If there is any question or doubt about the interpretation or implementation of this Policy, the GLT CEO should be consulted.

1.2. Approval and review

Maintenance of this Policy is the responsibility of the GLT CEO.

This Policy was approved by the Board of Trustees on: 23 May 2018.

This Policy was reviewed by the GLT CEO in September 2021 and was updated for minor changes to terminology and DfE guidance.

This Policy is due for review by: July 2025.

1.3. Terminology

The Trust means the Greenshaw Learning Trust (GLT).

- School means a school within the Greenshaw Learning Trust.
- Headteacher means the headteacher or principal of the school.
- CEO means the chief executive officer of the Greenshaw Learning Trust.
- Trust Shared Service means staff employed by the Trust to provide central or Trust-wide services, as distinct from staff employed to work in a specific school or schools
- Governors and Trustees includes governors, Trustees, non-governor members of Trust Committees and members of the Trust Panel.
- Governing body means the committee of the Board of Trustees to which Trustees have delegated appropriate powers and functions relating to the governance of the school.

In this policy references to the Greenshaw Learning Trust will be read as including the Greenshaw Learning Trust shared service and all schools in the Greenshaw Learning Trust.

References in this Policy to a school in the Trust should also be read as the Trust Shared Service for services, functions and staff of the Trust that are not contained within a school budget and/or are not the responsibility of a Headteacher and/or Governing Body. With respect to the Trust Shared Service, references in this Policy to the responsibilities of the Headteacher and Governing Body should be read as the GLT CEO and the Trust Shared Services Committee respectively.

1.4. Responsibilities

It is the responsibility of the governing body and Headteacher of each school, and the Board of Trustees and GLT CEO for the Trust Shared Service, to ensure that their school/service and its staff adhere to this GLT Equalities Policy.

1.5. Policies and procedures

The following Trust policies and their associated procedures are directly related to and complement this GLT Equalities Policy:

- GLT Annual Equalities Statement

PART B

1. Our commitment

The Greenshaw Learning Trust is committed to equal opportunity and values diversity. The Trust will challenge prejudice and intolerance and seek to eliminate discrimination.

The promotion of equality of opportunity is in the best interests of our staff, students and the wider community, and is also in the best interest of the Trust, so that the Trust recruits and develops the best people for our jobs and benefit from the diversity it brings.

The Greenshaw Learning Trust recognises that many people in our society experience discrimination. Discrimination is acting unfairly against a group or individual, and can be direct or indirect. All forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.

Greenshaw Learning Trust are aware of and comply with the 2010 Equalities Act and our duties under the Public Sector Equality Duty, and recognise that these Duties support good decision-making.

In accordance with the Equalities Act and Equality Duty, the Greenshaw Learning Trust will strive to ensure that it considers the needs of all individuals and avoids discrimination in shaping our policies, delivering our services and in relation to our employees.

By understanding the effect of our policies and actions on different people and how inclusive services can give everyone opportunities, we are able to ensure our services are efficient and effective.

The Greenshaw Learning Trust aims to create a culture that respects and values each others' differences, that promotes dignity, equality and diversity, and that enables and encourages individuals to develop and maximise their true potential.

2. Legal Duties

The Equality Duty covers the following '**protected characteristics**':

- Age
- Disability
- Race, including colour, nationality, ethnic or national origin
- Gender reassignment
- Maternity and pregnancy
- Religion and belief, including lack of belief
- Sex, including gender reassignment
- Sexual orientation

It also applies to marriage and civil partnership with respect to the need to eliminate discrimination.

The Equality Duty requires the Trust as a public body to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act.

- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

In complying with the Duty it may be appropriate to treat some people differently from others, for example providing a particular service in a way that meets the specific needs of people who share a protected characteristic.

The needs of disabled people must be taken into account in terms of employment and service delivery, and it may be appropriate to make reasonable adjustments or treat disabled people better than non-disabled people

3. Actions to be carried out

In developing policies and practices, every possible step should be taken to ensure that individuals are treated fairly in all aspects of their employment by, or receipt of services from, the Trust and its schools.

Measures that will be taken include:

- a) for students - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- c) Personal, social, health, and economic education (PSHE), relationships and sex education (RSE), and religious education (RE) and other elements within the curriculum that promote tolerance and understanding about cultures and lifestyles;
- d) employing specialist staff to support students with special needs or disabilities, and implementing the Trust disability access plan;
- e) monitoring of welfare, with intervention and support where required;
- f) taking steps to meet the particular needs of students or staff that have a particular characteristic.

Specific objectives will be set and monitored to help the Trust and its schools to meet its duties and the aims of this policy.

Incidents involving discrimination and prejudice will be tackled immediately in line with this and other Trust and school policies; legal support may be sought if appropriate.

Data related to the protected characteristics will be collected and analysed to monitor compliance with the Equality Duties. This will include information on admissions, attendance, attainment, exclusions and prejudice-related incidents. Published information will not identify any individual.

All employees of the Trust have a duty to co-operate with the Trust to ensure that this policy is effective. We also expect students and parents and other visitors to the school to act in accordance with this Policy. The Trust and its schools will promote this policy and ask anyone to report instances of suspected discriminatory behaviour so that they can be dealt with

4. Responsibilities of the Trust:

Regulations require the Trust to:

- Publish at least once per year, information to demonstrate its compliance with the Equality Duty, relating to both its employees and those affected by its activities.
- Prepare and publish at least once every 4 years, one or more objectives that it thinks it should achieve to meet the requirements of the Equalities Act.

The GLT CEO and Board of Trustees are responsible for ensuring that the Trust as a whole, and the staff and services of the Trust Shared Service specifically, comply with the Equalities Act and fulfil the duties of the Equality Duty.

5. Responsibilities of schools in the Trust:

Each school in the Trust is required to follow and work within this Equality policy.

The governing body and headteacher of schools in the Trust are responsible for ensuring that their school complies with the Equalities Act and fulfils the duties of the Equality Duty.

Each school in the Trust will prepare and publish an accessibility plan that will aim to meet the needs of disabled students by increasing the extent to which they can participate in the curriculum; improving the physical environment of; and improving the availability of accessible information.

Each school in the Trust must provide appropriate information as requested by the Trust and propose at least one objective to enable the Trust to fulfil its responsibilities in section 4.