



GREENWOOD ACADEMIES TRUST

Equalities statement

Version: 1.0
Approval Status: Approved

Document Owner:	Corporate Affairs Director
Reviewed:	1/9/2025

Policy statement

We are GAT.

We believe in providing the very best for Every Child, in Every Academy, Every Day.

Our vision is to make sure that every child thrives in a GAT academy.

Our mission is to secure successful pupil and organisational outcomes so that all children leave a GAT academy equipped with the capability and potential to lead a fulfilled and successful life.

Our mission statement above talks about our pupils, but our responsibilities extend to all those who work or come into contact with us.

We recognise our legal responsibilities in this area and comply with these in all aspects of our work.

Moreover, we believe in creating an inclusive culture for all, where we strive collectively to achieve equity and are able to benefit from the diversity that each individual brings to our work.

Individuals leading fulfilled and successful lives can contribute to developments in society which have benefits for everyone and we see our work on equalities through this lens.

What key principles do we apply to our work on equalities?

We act in ways that are designed to enable all pupils and colleagues to contribute to and get the most out of our organisation.

We do not tolerate any discriminatory practice and work actively to ensure a culture of inclusion for all.

We have adopted the following definitions:

- Inclusion
An environment in which everyone identifies as part of the organisation regardless of their personal circumstances or characteristics.
- Equality
Recognising differences, providing the support that individuals need to access opportunity and removing barriers where possible.
- Diversity
The full range of individual human characteristics and circumstances that, within a culture of inclusion, can bring full breadth to our work.

Who does what?

All leaders

- promote a culture and atmosphere which is in line with our approach
- ensure reasonable adjustments are made where required
- deal with any form of discrimination, harassment, victimisation or bullying in line with policies and procedures.

In addition, leaders at Trust level

- ensure we are complying with all duties set out in the Equality Act 2010 including the Public Sector Equality Duty (PSED)
- involve and engage the whole Trust in identifying and understanding equality barriers and in the setting of objectives to address these
- monitor and publish progress towards achieving equality objectives
- ensure that colleagues have access to appropriate training and resources.

How do we govern this area of work?

We have an equalities statement and equalities objectives.

Academies' work in this area is monitored through our normal quality assurance processes.

Executive leaders and Trustees understand the protected characteristics of our pupil and staff cohorts where available through the provision of data.

Trustees monitor our work in this area through the Board Assurance Committee and this is triangulated through Trustees' own experience of the culture within our organisation.