



GREENWOOD ACADEMIES TRUST

EQUALITIES OBJECTIVES FOR GREENWOOD ACADEMIES TRUST AND ITS ACADEMIES SEPTEMBER 2025-SEPTEMBER 2028

Background

Greenwood Academies Trust recognises and complies with its duties under the Equality Act 2010 to

- make sure we do not unfairly discriminate in any aspect of work
- take steps to prevent discrimination
- do all we reasonably can to protect people from discrimination by others.

We also comply with the Public Sector Equality Duty (PSED) by

- publishing these equalities objectives
- publishing gender pay gap information
- meeting the 'general duty' to ensure that equalities implications are considered in every decision making process.

So far, we have made progress in meeting the 'general duty' by

- implementing a broad range of training programmes covering all colleagues
- implementing a formal Equality Impact Assessment process for major projects
- encouraging our academy leaders to review their approaches to localised equalities objectives and decision making.

We have given much thought as a Trust to our approach in this area during the first half of 2025 and have agreed that

- we should align our work to our mission statement to provide the best for every child in every academy every day
- we take the inclusion of everybody within our organisation as the starting point for how we think about equalities
- this goes to the heart of the kind of culture we all seek to create.

Our Trustees have formally adopted a proposal to align our equality objectives across the Trust and all its academies, and these objectives are summarised on the next page.

Academy leaders are free to add extra objectives if they wish and these will be found on the relevant academy's website.

We will publish an annual summary of progress against our new objectives beginning in September 2026.

Our equalities objectives

1. We will have an equalities statement which is shared across the organisation and is in line with our strategic statement (#WeAreGAT) – please see below.
2. We will seek to understand the extent to which everyone feels we have an inclusive culture and develop a plan for continuous improvement on the back of this intelligence.
3. We will review our policies, procedures and training to ensure they are in line with our equalities statement.
4. We will establish mechanisms for improving and monitoring our compliance with the Public Sector Equality Duty.

Our agreed equalities 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.

Our key principles in regard to 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.

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.

Our governance of equalities

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 and this is triangulated through Trustees' own experience of the culture within our organisation.