



# STATEMENT OF COMPLIANCE WITH THE PUBLIC SECTOR EQUALITY DUTY

## Our Ambition

It is our ambition to have a workforce that is as diverse and varied as the children and young people we serve.

We continually seek to work together to support and invest in everyone in the Trust so that everyone can achieve their potential and aspirations regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership.

*A diverse workforce will help to create a stronger organisation, better placed to serve our communities.*

## Trust Equality Objectives:

- To implement strategies to maintain or improve the workforce representation for sex (gender), disability, sexual orientation, ethnic origin and age.
- To ensure that appropriate equality, diversity and inclusion training is completed by all employees.
- To understand the effect of our policies and procedures on people with different protected characteristics.

The Greenwood Academies Trust is committed to treating people fairly and meeting the aims of the Public Sector Equality Duty (PSED) which requires public bodies to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act sets out a specific requirement for schools to:

- a) publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
- b) prepare and publish equality objectives

This will be achieved through our academies each producing an equality objectives statement, on a four-year cycle to address the specific needs of their academy and community.

In setting out this requirement, the government has stated that it should not be overly burdensome on schools and will not be required to collect any statistical data which they do not already collect routinely.

Information to demonstrate compliance with this duty is published annually on our website, through our Workforce Profile Information and Gender Pay Gap report.

Having due regard for advancing equality involves:

- Removing or minimizing disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people who share a protected characteristic where these are different from the needs of other people.
- Encouraging people who share a protected characteristic to participate in public life or in other activities where their participation is disproportionately low.

Our Statement of Intent, outlines our commitment to removing discrimination, advancing equality of opportunity and fostering good relations, this is echoed through our People Commitments and by integrating equality into the Trust's strategic aims and operations. This means not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils/staff and celebrating and valuing the equal opportunity achievements and strengths of all within the GAT communities.

Wayne Norrie, CEO  
December 2022



# STATEMENT OF COMPLIANCE

## COMMENTARY OF PROGRESS - 2022

Trust Equality Objectives, 2019 - 2023	Commentary of Progress - 2022
<p>To implement strategies to maintain or improve the workforce representation for sex (gender), disability, sexual orientation, ethnic origin and age</p>	<ul style="list-style-type: none"> <li>• Updated workforce profile information</li> <li>• Promoted importance of collecting employee and candidate data to ensure we understood and continue to understand the demographics of our workforce</li> <li>• Production of statistical information around recruitment to understand candidate 'drop out' and identify appropriate actions from this analysis</li> </ul>
<p>To ensure that appropriate equality, diversity and inclusion training is completed by all employees</p>	<ul style="list-style-type: none"> <li>• Equality awareness training developed, all Leaders attended Unconscious Bias training, with the next phase to embed equalities awareness training into our induction</li> <li>• Supported aspirant and existing leaders from under-represented groups to apply for leadership roles</li> <li>• Promoted a Leadership Development Programme, through Leadership Matters</li> </ul>
<p>To understand the effect of our policies and procedures on people with different protected characteristics</p>	<ul style="list-style-type: none"> <li>• Review annually our published equality objectives and refresh as required but at least every 4 years under the Public Sector Equality Duty.</li> <li>• Continued to develop our action to plan to the close the gender pay gap</li> <li>• Developed and implemented guidance on the Menopause</li> <li>• Reviewed our guidance and support for people facing terminal illness to encourage the promotion of choice and to support employees and their families at the most difficult of times</li> <li>• Embedded equalities in all Board reports</li> </ul>