

# Greenshaw Learning Trust

# **Annual Equality**

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**December 2024**

In accordance with the Greenshaw Learning Trust Equalities Policy and DfE Regulations, the Trust is required to publish information to demonstrate its compliance with the Equality Duty, relating to both its employees and those affected by its activities.

### **What the Greenshaw Learning Trust believes:**

The Greenshaw Learning Trust Board of Trustees believes that aspiring and acting to achieve full equality of opportunity for pupils, staff and wider stakeholders is in the best interests of the organisation including all of its constituent parts, and it seeks to develop policy and practice and to employ adults that espouse these values.

Equity, equality, diversity, inclusivity and broad perspective are not desirable aspects, but essential characteristics of our work. We believe that the outcomes for our children are better when these essential characteristics are at the heart of our strategic planning and our daily routines.

It is not good enough just to commit to these values. We must live and breathe them, seek to understand individual perspectives, actively challenge prejudice and engage with our communities, showing empathy and agility in our response to changing circumstance, priority and need. We must constantly challenge ourselves to be caring, accepting, respectful and reflective and deliberately seek to broaden our own perspective.

We consider 'world class' a benchmark of success, and constantly strive to eliminate any gap between the progress of individuals and groups of children, regardless of their background, characteristic, additional need or circumstance. We will seek to adapt our curriculum and approach where necessary to ensure all children progress as well as those children who are making the most progress.

We recognise that we can always improve and that this improvement requires an organisational and individual mindset of 'Always Learning'.

## **How is the Greenshaw Learning Trust meeting the Equality Duty?**

### **We have:**

- Worked with key stakeholder groups of staff in academic year 2023/24, with the support of an external facilitator, to build a culture of openness and equity through listening and consulting.
- Undertaken analysis and completed external reviews of relevant Trust and School Policies, to ensure that they eliminate unlawful discrimination and other conduct prohibited by the Equality Act 2010 and advance equality of opportunity across those with and without protected characteristics.

### **We continue to:**

- Review-the provision in all of our schools of PSHE, RSE and other elements within the curriculum that promote tolerance and understanding about cultures and lifestyles and embrace the diversity of our communities.
- Review our policies to ensure they are legally compliant with all relevant legislation, including the Equality Act.
- Ensure that any new buildings to schools in the Trust are fully accessible with the inclusion of lifts and disabled toilets.
- Employ specialist staff, including an Assistant Director with responsibility for SEND and Special Provision to support pupils with special needs or disabilities.
- Monitor-the performance and attendance of pupils within specific groups (including pupils who have special needs and/or disabilities, pupils who are disadvantaged, pupils who are eligible for the Pupil Premium grant, pupils who have English as an additional language and children who are looked after).
- Monitor pupil and staff welfare with intervention and support where required.
- Take steps to meet the particular needs of pupils or staff that have a protected characteristic.
- Ensure that all Staff, Trustees and Governors receive appropriate training in equality and diversity both during induction and on a regular basis.

### **We will:**

- Place EDI principles at the heart of our new People Strategy, to ensure fairness and encourage a sense of belonging so that all our employees or prospective employees can say that “With GLT, my career matters, regardless of where I work or the identity I hold”
- Encourage and support all our employees to learn, grow and develop in flexible and diverse ways thus broadening the scope of participation to enable everybody to develop a path for success in accordance with their own unique identity.

This Statement and the Objectives were approved by the Board of Trustees on 20 December 2024.