

Greenshaw Learning Trust

Equalities Policy

Policy Title	GLT Equalities Policy	
Category	Trust Policy	
Responsible Officer	GLT CEO	
Approved on	19 December 2025	
Minor technical or operational updates made	Name	Date
Review Cycle and next approval date	Annually December 2026	
Monitoring arrangements	This policy will be reviewed annually, or sooner if required by statutory guidance updates. The implementation of this policy will be reviewed annually by the Headteacher.	
Associated Policies Internal Policy Library Published GLT Policies <i>For school policies please visit the school website</i>		
This Policy is based on or takes into account the following legislation and guidance		

Greenshaw Learning Trust

Equalities Policy

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PART A

Scope & Applicability

- It is the responsibility of the Headteacher of each school, and the GLT CEO for the Trust Shared Service, to ensure that their school/service and its staff follow this Policy and all Policies and Procedures across the Trust.
- If there is any question or doubt about the interpretation or implementation of this Policy, the 'Responsible Officer' or the GLT CEO should be consulted.
- Unless otherwise stated, all Policies apply to all schools within the Trust, all Trust employees (including temporary and agency staff), all pupils, all trustees and committee members (including members of community committees), all volunteers, and all visitors and contractors
- **This is a Trust Policy.** The GLT Board of Trustees has approved a set of Trust-wide policies and procedures. A Trust-wide policy/procedure is a single policy/procedure that must be followed by all schools and services in the Trust.

Terminology

- The Trust means the Greenshaw Learning Trust (GLT).
- School means a school or academy within the Greenshaw Learning Trust.
- Headteacher means the headteacher, executive headteacher or principal of the school/academy.
- CEO means the chief executive officer of the Greenshaw Learning Trust.
- Trust Shared Service means the services, functions and staff of the Trust that are not contained within a school budget and/or are not the responsibility of a school Headteacher. With respect to the Trust Shared Service, references in this Policy to the responsibilities of the Headteacher should be read as the GLT CEO.
- Governance Colleague means a Trustee or Community Governance Committee (CGC) member.
- Responsible Officer means the member of the Director Team to which responsibility for the management of the policy, procedure or statement has been delegated by the Board of Trustees
- Policy or Policies should be read as including any procedures, reports, templates, models, statements and schedules etc. as specified in the GLT Policy Schedule. Categories of Policy are defined in 'Scope and Applicability'

PART B

Our commitment

The Greenshaw Learning Trust is committed to equal opportunity and values diversity. The Trust will challenge prejudice and seek to eliminate discrimination while actively building a culture of equity.

This commitment extends to eliminating all forms of prohibited conduct, including, but not limited to, harassment, victimisation, bullying, and hate-motivated behaviour based on any protected characteristic.

The promotion of equality of opportunity is in the best interests of our staff, pupils 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 benefits from the diversity it brings.

The Greenshaw Learning Trust recognises that many people in our society experience discrimination and we acknowledge the different experiences of individuals. 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. We are committed to identifying and challenging practices that perpetuate inequality, including any form of unconscious bias within decision-making, recruitment, and service delivery.

The Greenshaw Learning Trust is aware of and complies with the 2010 Equalities Act and its duties under the Public Sector Equality Duty and recognises 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 people's differences, promotes dignity, equality and diversity, and enables and encourages individuals to develop and maximise their true potential.

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 hold a protected characteristic and people who do not hold it.
- **Foster good relations** between people who hold a protected characteristic and people who do not hold it.

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

Where an individual suffers from a disability the provisions of the Equality Act 2010 may apply. In line with the Act the Trust has a duty not to discriminate against those with a disability and to consider reasonable adjustments which, subject to the needs of the Trust, will help members of staff to overcome any disadvantage resulting from a disability. This may include reasonable adjustments to the procedures described in this Policy.

The Trust ensures that all employment decisions, including recruitment, selection, training, and promotion, are based solely on objective, job-related criteria, and are free from unlawful pre-employment health inquiries.

Responsibilities of the Trust:

The Public Sector Equality Duty requires the Trust to:

- Publish at least once per year information to demonstrate the compliance of the Trust and its schools 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 Trust's **Equalities Statement**, published annually, demonstrates the compliance of the Trust and sets out the objectives that the Trust and its schools intend to achieve with specific regard to the Equalities Act.

Responsibilities of Schools in the Trust:

Each school in the Trust is required to follow and work within this Equalities Policy and to support the work of the wider Trust by collaboratively working towards the objectives set out in the Annual Equalities Statement.

The Headteacher of each school in the Trust is responsible for ensuring that their school complies with this Policy and the Equalities Act and fulfils the requirements of the Equality Duty.

Each school in the Trust will prepare and publish an Accessibility Plan. The Accessibility Plan will specifically address the statutory duties to increase disabled pupils' access to the curriculum, improve the physical environment, and provide accessible information.

All members of staff of the Trust have a duty to act in accordance with the commitments of this Policy. The Trust also expects pupils, parents and other visitors to its schools to act in accordance with the commitments of this Policy. The Trust and its schools will promote this Policy and require

anyone to report instances of suspected discriminatory behaviour so that they can be dealt with appropriately.