

Greenshaw Learning Trust

Equalities Policy

September 2017

This Greenshaw Learning Trust Strategic Policy applies to the Greenshaw Learning Trust as a whole and to all the schools and service units in the Trust. The Greenshaw Learning Trust, including all the schools and services within the Trust, their Trustees, governors and staff, must abide by this GLT Equalities Policy.

The Greenshaw Learning Trust believes that the promotion of equality of opportunity is in the best interests of our staff, students and the wider community, and that all forms of discrimination are unacceptable, regardless of whether there was any intention to discriminate or not.

It is the responsibility of the local governing body and Headteacher of each school, and the Board of Trustees and CEO for Trust central services, to ensure that their school/service and its staff adhere to this GLT Equalities Policy. In implementing the policy and associated procedures the local governing body, Headteacher and Trust staff must take account of any advice given to them by the GLT Executive Headteacher and/or Board of Trustees.

This Policy is subject to the Scheme of Delegation approved for the school or service. If there is any ambiguity or conflict then the Scheme of Delegation and any specific Scheme or alteration or restriction to the Scheme approved by the Board of Trustees takes precedence.

If there is any question or doubt about the interpretation or implementation of this Policy, the GLT Executive Headteacher should be consulted.

Approval and review:

This Policy is the responsibility of the GLT Executive Headteacher.
This Policy was agreed by the Board of Trust on: 6 September 2017.
This Policy is due for review by: September 2020.

The Greenshaw Learning Trust is a charitable company limited by guarantee registered in England & Wales, company number 7633694, registered at Greenshaw Learning Trust, Grennell Road, Sutton, Surrey, SM1 3DY.

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1 Our commitment

The Greenshaw Learning Trust is committed to equal opportunity and values diversity. We will challenge prejudice and intolerance and seek to eliminate discrimination.

The promotion of equality of opportunity is in the best interests of our staff, students and the wider community, and is also in the best interest of the Trust, so that we recruit and develop the best people for our jobs and benefit from the diversity it brings.

The Greenshaw Learning Trust recognises that many people in our society experience discrimination. 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 aware of and comply with the 2010 Equalities Act and our duties under the Public Sector Equality Duty, and recognise that they 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 each others' differences, that promotes dignity, equality and diversity, and that enables and encourages individuals to develop and maximise their true potential.

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

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

The needs of disabled people must be taken into account in terms of employment and service delivery, and it may be appropriate to make reasonable adjustments or treat disabled people better than non-disabled people.

3 Actions to be carried out

In developing policies and practices, every possible step should be taken to ensure that individuals are treated fairly in all aspects of their employment by, or receipt of services from, the Trust and its schools.

Measures that will be taken include:

- a) for students - implementation of policies on equal opportunities (including race and gender equality, special needs, behaviour and anti-bullying);
- b) for staff - implementation of policies on equal opportunities, recruitment and selection, pay and anti-harassment policy;
- c) PSHCE, RS and other elements within the curriculum that promote tolerance and understanding about cultures and lifestyles;
- d) employing specialist staff to support students with special needs or disabilities, and implementing the Trust disability access plan;
- e) monitoring of welfare, with intervention and support where required;
- f) taking steps to meet the particular needs of students or staff that have a particular characteristic.

Specific objectives will be set and monitored to help the Trust and its schools to meet its duties and the aims of this policy.

Incidents involving discrimination and prejudice will be tackled immediately in line with this and other Trust and school policies; legal support may be sought if appropriate.

Data related to the protected characteristics will be collected and analysed to monitor compliance with the Equality Duties. This will include information on admissions,

attendance, attainment, exclusions and prejudice-related incidents. Published information will not identify any individual.

All employees of the Trust have a duty to co-operate with the Trust to ensure that this policy is effective. We also expect students and parents and other visitors to the school to act in accordance with this policy. The Trust and its schools will promote this policy and ask anyone to report instances of suspected discriminatory behaviour so that they can be dealt with.

4 Responsibilities of the Trust:

Regulations require the Trust to:

- Publish at least once per year, information to demonstrate its compliance 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 Executive Headteacher and Board of Trustees are responsible for ensuring that the Trust as a whole, and the staff and services of the central Trust function specifically, comply with the Equalities Act and fulfil the duties of the Equality Duty.

5 Responsibilities of schools in the Trust

Each school in the Trust is required to follow and work within this Equality policy.

The local governing body and headteacher of schools in the Trust are responsible for ensuring that their school complies with the Equalities Act and fulfils the duties of the Equality Duty.

Each school in the Trust will prepare and publish an accessibility plan that will aim to meet the needs of disabled students by increasing the extent to which they can participate in the curriculum; improving the physical environment of; and improving the availability of accessible information.

Each school in the Trust must provide appropriate information as requested by the Trust and propose at least one objective to enable the Trust to fulfil its responsibilities in section 4.