

Statement of Compliance with the Public Sector Equality Duty

The Greenwood Academies Trust is committed to treating people fairly and meeting the aims of the Public Sector Equality Duty (PSED) which require 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 protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership.

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.

Our 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

Our **Statement of Intent** details the actions we will take and how we will measure progress in meeting these objectives. Our evidence base includes:

- Statement of Intent
- Workforce Profile Information
- Gender Pay Gap report

Information to demonstrate compliance with the Public Sector Equality Duty, is published annually on our website.

Wayne Norrie
CEO
April 2021