Equality Statement and Objectives 2025-29

GMAT's Equality Statement

Under the Public Sector Equality Duty (PSED), arising from the Equality Act 2010, all academies within Greater Manchester Academies Trust have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This duty applies to all aspects of policy development, decision-making, and practice. Academies within the Trust will actively consider equality implications when policies are created, reviewed, and implemented, and will record how due regard has been demonstrated in significant decisions.

The Trust will:

- Publish information annually to demonstrate compliance with the PSED.
- Set and publish equality objectives at least every four years, which are specific, measurable, and regularly reviewed.
- Ensure that policies on areas such as admissions, curriculum, behaviour, staffing, facilities (including single-sex facilities), and governance comply with the Equality Act 2010 and the latest statutory and regulatory guidance.
- Review all policies and procedures regularly to ensure continued compliance with education and employment legislation, and to reflect developments in case law and Equality and Human Rights Commission (EHRC) guidance.
- Promote an inclusive culture where diversity is valued, equality is actively advanced, and all members of our school communities feel respected and able to achieve their potential.

GMAT Equality Statement & Objectives 2025-29

Creating a Future Where Everyone Thrives

Our Commitment to Equality:

At GMAT, equality is central to who we are and what we do. Guided by the principles of the Equality Act 2010, we are committed to building a community where:

Discrimination is Unacceptable: Every person: students, staff, parents, and visitors, is treated with dignity, fairness, and respect.

Equal Opportunities are Reality, Not Aspiration: Regardless of background or circumstance, everyone should have the same chance to succeed.

Diversity Strengthens Us: We value and celebrate our differences, fostering a culture where respect, understanding, and collaboration thrive.

Our Equality Objectives for 2025-29

"With dedication and partnership, we will continue to make meaningful progress!"

1. Promoting Equality through Education and Awareness

We believe that understanding drives inclusion. We will continue to invest in training for staff, trustees, and governors to ensure our commitment to equality is embedded in practice. Our goal is to strengthen our community through awareness, empathy, and shared responsibility. GMAT will continue to invest in ongoing training for all staff, trustees, and governors to ensure compliance with equality legislation and to embed inclusive practice across all areas of operation. The Trust will promote awareness, understanding, and cultural competence throughout its workforce.

2. Reducing Gaps and Supporting Growth

No student should be disadvantaged because of who they are or where they come from. We will continue to focus on narrowing attainment gaps for:

- Pupil Premium students
- Students with Special Educational Needs and Disabilities (SEND)
- Looked-after children
- Minority ethnic groups

We will also promote mental health and wellbeing, ensuring every student receives the support needed to achieve and thrive.

3. Accessibility for All

Accessibility will remain a core consideration in the design and delivery of our environments, policies, and practices. GMAT will continue to review physical, digital, and curricular accessibility to ensure that all students, staff, and visitors can participate fully in school life.

4. An Inclusive Curriculum

Our curriculum reflects the diverse society we live in. We will continue to review and develop it to ensure representation, relevance, and inclusivity preparing students to be compassionate, responsible, and globally aware citizens.

5. Monitoring & Celebrating Our Progress

Equality is an ongoing journey. We will regularly monitor and evaluate the impact of our actions, share progress transparently, and celebrate success while identifying areas for improvement.

6. A Zero-Tolerance Policy for Hate

We are committed to maintaining an environment where respect is the norm. Discriminatory behaviour will be challenged and addressed promptly. Through education, clear policies, and consistent action, we will ensure our schools remain welcoming and safe for everyone.

GMAT's Vision: A Community That Thrives Together

We strive to be a trust where diversity and inclusion are embedded in every aspect of our work. By fostering respect, equality, and belonging, we aim to create an environment where everyone can succeed and feel valued.

Why This Matters for You, Our Trustees

Shared Vision, Shared Responsibility: Achieving these goals requires active engagement and support from all trustees and leaders.

Impact with Purpose: Each objective represents a commitment to our students, staff, and families—to their growth, wellbeing, and future success.

A Stronger Future for All: By advancing equality and inclusion, we help shape a fairer, more cohesive community for the benefit of everyone

The GMAT Equality Pledge:

Together, we commit to building a community where everyone feels safe, respected, and empowered to reach their potential. Through collective effort, we will continue to make GMAT a place where equality, inclusion, and opportunity truly thrive.

Governance and Accountability

The Board of Trustees has overall responsibility for ensuring that GMAT meets its equality duties under the Equality Act 2010. The Executive Leadership Team is responsible for implementing this policy framework, monitoring progress, and ensuring that equality objectives remain central to strategic decision-making.

Progress will be reported to the Board annually and shared with stakeholders as part of GMAT's commitment to transparency and continuous development.

Approved by Greater Manchester Academies trustees

October 2025