



Girls' Learning Trust

**PUBLIC SECTOR EQUALITY  
DUTY STATEMENT  
2025 - 2029**

Approved By: Trust Board  
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## **1. LEGISLATION AND GUIDANCE**

The Public Sector Equality Duty (PSED), as set out in the Equality Act 2010, requires all public bodies, including Multi-Academy Trusts, to demonstrate due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation and 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.

These duties encompass the nine protected characteristics defined under the Equality Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

In compliance with the PSED, the Girls' Learning Trust is committed to:

- Publishing equality information that demonstrates how we are meeting these three aims.
- Setting and publishing specific, measurable equality objectives every four years.
- Ensuring all policies, practices, and decisions are evaluated for their impact on equality and inclusion.

## **2. POLICY STATEMENT**

At the Girls' Learning Trust (GLT), our commitment to equity, diversity, and inclusion (EDI) is at the heart of our purpose to transform lives through girls' education. Aligned with our strategy, we aim to foster inclusive communities, empower individuals, and champion equity across all aspects of our work.

Our objectives for equity, diversity, and inclusion focus on building a culture where every student, staff member, and stakeholder is valued, respected, and supported to achieve their full potential. These objectives reflect our shared education aims of holistic success, prioritised wellbeing, and the transformative power of inclusivity in girls'-only education.

There are three pillars to our work:

1. Advancing an education mission grounded in equity, diversity and inclusion
2. Fostering a diverse and inclusive workforce
3. Measuring, monitoring and embedding EDI across the Trust

## **3. ADVANCING AN EDUCATION MISSION GROUNDED IN EQUITY, DIVERSITY AND INCLUSION**

Our Education Mission: to empower girls to thrive through a holistic, rigorous and transformative education that nurtures their intellectual, emotional, and personal growth.

Our schools are committed to fostering an environment where every student is valued, respected, and belongs, recognising that true educational excellence is rooted in inclusivity. We actively promote equity and inclusion by celebrating differences and ensuring equal access to opportunities for all,

regardless of background. Through inclusive curricula, diverse role models, and proactive measures to address disparities, we strive to create a culture where every student has the confidence and support to thrive. This commitment empowers our community to challenge biases, build empathy, and foster a sense of belonging that enriches everyone's learning experience.

Our approach prioritises equity, diversity and inclusion across key areas of school life. This includes:

- Increasing diversity in student admissions, ensuring access for underrepresented groups and that our school communities reflect the communities they serve.
- Fostering inclusive participation in extracurricular activities, celebrating the diversity of interests and talents.
- Narrowing attainment gaps where they exist for students with protected characteristics and those from disadvantaged backgrounds, leveraging data to inform targeted interventions.
- Actively involving students in shaping inclusive school cultures through leadership opportunities and student voice forums.

We embed equity, diversity, and inclusion within our teaching and learning strategies. This includes:

- Ensuring the curriculum design integrates diverse voices, histories, and perspectives, promoting understanding and empathy.
- Using inclusive teaching methods that recognise the varied needs of students, enabling everyone to thrive academically and personally.
- Providing programmes that encourage critical thinking and open dialogue on issues of equity, diversity, and inclusion.
- Inviting a diverse range of speakers and role models to inspire and reflect the breadth of experiences within our communities.

Our commitment extends to fostering a supportive and inclusive community culture. This includes:

- Promoting student wellbeing through a focus on mental health, social inclusion, and character development.
- Actively addressing and challenging bullying, harassment, or discrimination, ensuring robust reporting mechanisms and timely interventions.
- Facilitating regular community events and initiatives to celebrate diversity and strengthen connections between students, staff, parents, and local stakeholders.
- Encouraging collaboration between schools within the Trust to share best practices and amplify the impact of EDI efforts.

#### **4. FOSTERING A DIVERSE AND INCLUSIVE WORKFORCE**

Recognising that our strength lies in the talent and dedication of our staff, we will prioritise recruitment and retention strategies that attract high calibre people who align with our shared ethos and reflect the communities we serve. Professional growth and personal wellbeing will be central to our approach. We will provide continuous learning and development opportunities that will help staff thrive and progress their careers. We will uphold a culture that promotes kindness, collaboration and recognition, ensuring an open, safe, supportive and inclusive environment where all individuals feel heard, valued and are empowered to contribute to our mission. This includes:

- Promoting diversity in recruitment, particularly focusing on increasing representation of underrepresented groups in leadership roles.
- Implementing mentoring and professional development programmes to support career progression for all staff, with particular attention to removing barriers faced by marginalised groups.
- Achieving and maintaining pay equality, ensuring fair and equitable remuneration practices across all roles.
- Cultivating a working environment that supports wellbeing and offers flexible, inclusive policies.

## **5. MEASURING, MONITORING AND EMBEDDING EDI PRINCIPLES ACROSS THE TRUST**

We will embed EDI principles into every aspect of our governance, operations, and strategy, ensuring transparency and accountability. This includes:

- Using data-driven insights to monitor progress on EDI objectives, including student outcomes, staff representation, and community engagement.
- Developing clear reporting frameworks to ensure all schools meet and exceed their public sector equality duties.
- Providing training and resources for trustees, governors, and staff to ensure a consistent understanding and commitment to EDI across the Trust.
- Regularly reviewing policies, procedures, and practices to ensure alignment with our EDI principles and evolving community needs.