

**PUBLIC SECTOR
EQUALITY DUTY
STATEMENT
(under 150 Employees)**

REVIEWED BY GOVERNING BODY – June 2022

ADOPTED BY GOVERNING BODY – July 2022

1. Introduction

- 1.1. This document describes how the Governing Body of Chenderit School intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce.
- 1.2. The Equality Objectives will be part of the School Improvement Plan and information will be published on the School website.

2. Due Regard

- 2.1. Due regard means giving relevant and proportionate consideration to the duty or decision.
- 2.2. We will have due regard to the need to:
 - 2.2.1. Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act.
 - 2.2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - 2.2.3. Foster good relations between people who share a protected characteristic and those who do not share it.

3. Collecting and Using Information

- 3.1. We will collect information to identify key issues in order to:
 - 3.1.1. Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
 - 3.1.2. Assess whether we are discriminating unlawfully when carrying out any of our functions.
 - 3.1.3. Identify what the key equality issues are for our organisation.
- 3.2. We will collect information to assess performance in order to:
 - 3.2.1. Benchmark our performance and processes against those of similar organisations, nationally or locally.

- 3.3. We will collect information to take action against discrimination by:
- 3.3.1. Considering taking steps to meet the needs of employees who share relevant protected characteristics.
 - 3.3.2. Identifying if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
 - 3.3.3. Making informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
 - 3.3.4. Developing equality objectives to meet specific duties.
 - 3.3.5. Having due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.
- 3.4. We will work towards developing an equality profile of staff to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation', i.e. employees with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:
- Recruitment and promotion
 - Numbers of part-time and full-time staff
 - Pay and remuneration
 - Training
 - Return to work of women on maternity leave
 - Return to work of disabled employees following sick leave relating to their disability
 - Appraisals
 - Grievances (including about harassment)
 - Disciplinary action (including for harassment)
 - Dismissals and other reasons for leaving

4. Publication of Equality Information

- 4.1. We will collect and use enough workforce information to effectively meet the general equality duty. Where relevant and proportionate we will publish on our website some information about the impact of our employment functions on people with the different protected characteristics in order to demonstrate compliance with the general equality duty.

Appendix 1

Staffing information Analysis and Draft Objectives

1 Staffing Complement of the School for the year 2021-2022 as at April 2022

Teaching staff – Full Time	Race	Disability
Male = 24	WBRI 14 AIND 1 NOBT 9	0
Female = 24	WBRI 21 NOBT 3	0
Teaching staff – Part Time		
Male = 5	WBRI 4 WOTH 1	0
Female = 19	WBRI 17 AOTH 1 WOTH 1	1

Non-Teaching staff – Full Time	Race	Disability
Male = 4	WBRI 4	0
Female = 12	WBRI 9 WOTH 2 NOBT 1	0
Non-Teaching staff – Part Time		
Male = 3	WBRI 1 NOBT 2	0
Female = 21	WBRI 14 WIRI 3 NOBT 4	0

2 Recruitment, Promotion, Performance Pay and Training by Gender, Race and Disability

	Total	Male	Female	Race	Disability
Promoted Internally	2	2	0	WBRI 2	0
Recruited	12	4	8	WBRI 11 WOTH 1	
Performance Pay Award	21	8	13	WBRI 14 NOBT 7	1
Training Courses	33	12	21	WBRI 31 NOBT 2	

3 Salary by Gender (recorded as full time equivalent salary)

Teaching Staff

< £19k		£20k -£29k		£30k -£39k		£40k - £49k		£50k - £59k		>£60k	
M	F	M	F	M	F	M	F	M	F	M	F
0	0	1	9	5	8	15	22	5	2	3	2

Non-Teaching Staff

< £19k		£20k -£29k		£30k -£39k		£40k - £49k		£50k - £59k		>£60k	
M	F	M	F	M	F	M	F	M	F	M	F
2	13	3	15	2	5	0	0	0	0	0	0

4 **Grievances and disciplinary action and complaints of harassment**

Number of cases in last 3 years: Grievance 1 Disciplinary 0

Analysis by Gender Race and Disability

Grievance - Gender Female – Race WBRI – Disability No

5 **Pregnancy Maternity and Paternity Leave and Family Issues**

Number of disputes arising in the last 3 years – 0

6 The progress towards the objective will be reviewed by the Headteacher with the Leadership Team and reported to the Resources Committee of the Governing Body annually.