

REVIEWED BY GOVERNING BODY – June 2021

ADOPTED BY GOVERNING BODY – July 2021

1 Introduction

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

1.2 We will have due regard to the need to:

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

1.3 We will collect and use equality information to help us to:

Identify key issues

- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions.
- Identify what the key equality issues are for our organisation.

Assess performance

- Benchmark our performance and processes against those of similar organisations, nationally or locally.

Take action

- Consider taking steps to meet the needs of staff who share relevant protected characteristics.
- Identify if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.
- Make informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.
- Develop equality objectives to meet the specific duties.
- Have due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

1.4 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. staff 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.

2. Publication of Equality Information

2.1 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 2020-2021

Teaching staff – Full Time	Race	Disability
Male = 23	WBRI 14 AIND 1 NOBT 8	0
Female = 20	WBRI 16 NOBT 4	0
Teaching staff – Part Time		
Male = 4	WBRI 3 WOTH 1	0
Female = 25	WBRI 20 AOTH 1 NOBT 4	1

Non-Teaching staff – Full Time	Race	Disability
Male = 4	WBRI 4	0
Female = 12	WBRI 12	0
Non-Teaching staff – Part Time		
Male = 7	WBRI 3 MOTH 1 NOBT 3	0
Female = 24	WBRI 13 WIRI 3 WOTH 2 NOBT 6	1

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

	Total	Male	Female	Race	Disability
Promoted Internally	0	0	0	0	0
Recruited	12	0	12	WBRI 10 WIRI 2	2
Performance Pay Award	19	7	12	WBRI 13 NOBT 6	0
Training Courses	34	15	19	WBRI 26 WOTH 1 NOBT 7	0

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	8	4	7	14	26	4	2	4	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
8	26	2	5	1	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.