

Equality Statement for Staff

Obligations

The general equality duty sets out the equality matters that we need to consider when making decisions that affect our pupils and staff with different protected characteristics. When carrying out its functions the Trust has due regard for: -

1. Eliminating discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Fostering good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

How we meet these:

- The profile of the workforce is collated and analysed on an annual basis.
- Statistics are produced for those with a protected characteristic and analysed on an annual basis.
- Policies are reviewed regularly and impact assessed by HR, Chief Executive Officer and the HR Committee. Any emerging equality issues are considered.
- HR and Leadership attend regular training to ensure legal and moral obligations are met.
- All staff are trained as appropriate in equal opportunities issues.
- Any issues relating to a protected characteristic raised as a grievance will be dealt with as a matter of urgency.
- The Trust have a whistle blowing policy.

Objectives for 2020/2021

- To review policies and procedures timely and ensure these are equality impact assessed.
- To ensure all new starters receive an induction both to the school and the Trust which covers key equality information.
- To raise awareness of mental health with the senior leadership team and identifying measures to further support the wellbeing of our employees – this will be achieved by providing appropriate and bespoke training to senior leaders and governors within the organisation.
- To actively promote our flexible working practices in particular the shared parental leave policy.

- To raise awareness of caring responsibilities that employees have external to work with the senior leadership team and recognising methods to further support their wellbeing and work life balance.
- To foster inclusive leadership, an inclusive and open culture, positive attitudes and relationships, and a shared sense of cohesion and belonging.