

Public Sector Duty Statement Cidari Multi Academy Trust



Introduction

This document describes how the Board of Directors of Cidari Education Multi Academy Trust intends to fulfill its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives will be part of each individual Academy Improvement Plan and information will be published on the Trust website and the Equalities page of each academy website.

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.

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 using the office of the Regional Schools Commissioner to validate our performance annually.

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.

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.

Publication of Equality Information

We will publish relevant, proportionate information which is broad enough to give a full picture of performance across our academies. We will demonstrate how we have used this information to have due regard to all three aims of the duty, for all relevant protected characteristics. Our information will usually fall into two main categories:

- Information to identify equality issues. Examples of this include equality monitoring information about employees, information about the effect of our activities on people with different protected characteristics or any engagement we may have carried out.
- Information about steps taken to have due regard to the aims of the general equality duty. For example, any records we have about how we had due regard in making certain decisions, information that was considered in that decision-making (including engagement), consideration of steps to mitigate adverse impacts, or details of policies to address equality concerns.

We note that the Equalities and Human Rights Commission would normally expect to see the following information:

- the race, disability, gender and age distribution of our workforce at different grades, and whether they are full or part time
- an indication of the likely representation on sexual orientation and religion and belief, provided that no-one can be identified as a result
- an indication of any issues for transsexual staff, based on engagement with transsexual staff or equality organisations
- gender pay gap information
- information about occupational segregation
- grievance and dismissal information for people with relevant protected characteristics
- complaints about discrimination and other prohibited conduct from staff
- details and feedback of engagement with staff and trade unions
- quantitative and qualitative research with employees e.g. staff surveys
- records of how we have had due regard to the aims of the duty in decision-making with regard to our employment, including any assessments of impact on equality and any evidence used
- details of policies and programmes that have been put into place to address equality concerns raised by staff and trade unions.



Appendix 1

Staffing information Analysis and Draft Objectives

Staffing Complement of academies and the Trust for the academic year 2016-2017

Data being updated due to consolidated trust - wide HR & Payroll Migration Nov 16 – Feb 17

Teachers	FT Men	FT Female	PT Men	PT Female	Total
STG					
BAI					
DSJ					
DSB					
SAB					
SLSP					
GMSJ					
Total MAT					

Support Staff	FT Men	FT Female	PT Men	PT Female	Total
STG					
BAI					
DSJ					
DSB					
SAB					
SLSP					
GMSJ					
Total MAT					

Salary by Gender Race & Disability

By Gender	<£19k		£20k-£29k		£30k-£39k	
	Male	Female	Male	Female	Male	Female
STG						
BAI						
DSJ						
DSB						
SAB						
SLSP						
GMSJ						
Total MAT						

By Gender	£40k-£49k		£50k-£59k		>£60k	
	Male	Female	Male	Female	Male	Female
STG						
BAI						
DSJ						
DSB						
SAB						
SLSP						
GMSJ						
Total MAT						

By Race	<£19k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									

By Race	£20k-£29k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									

By Race	£30k-£39k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									



By Race	£40k-£49k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									

By Race	£50k-£59k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									

By Race	>£60k								
	White British	Asian Indian	Asian Pakistani	Black African	Black Caribbean	Asian Other	White Other	White Irish	Mixed Black & White
STG									
BAI									
DSJ									
DSB									
SAB									
SLSP									
GMSJ									
Total MAT									



Grievances and disciplinary action and complaints of harassment

Awaiting population

Pregnancy Maternity and Paternity Leave and Family Issues

Awaiting population

Based on the information gathering exercise any issues identified will be targeted as objectives for 2016/17.

The progress towards the objectives will be reviewed by the Chief Executive and reported to the board of Directors.

NB. Cidari Multi Academy Trust is in the process of a Trust Wide HR & Payroll Migration (November 16 – Feb 17). The latest data is available upon request to the Trust directly who will refer to each Academy individually to compile manual data when required.