



*Creative
Education
Trust*

Public Sector Equality Duty Statement of Intent

Equality Statement

This statement provides information about how Creative Education Trust (the Trust) ensures it meets its Specific Duties under the Equality Act 2010 (the Act) in relation to the Public Sector Equality Duty (PSED).

The PSED requires the Trust, as a body carrying out public functions, to have due regard to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

These are known as the General Duties of the PSED.

Having due regard to the need to advance equality of opportunity is defined further in the Equality Act 2010 as having due regard to the need to:

1. Remove or minimise disadvantages
2. Take steps to meet different needs
3. Encourage participation when it is disproportionately low.

The Trust is committed to actively examining current and proposed policies and practices, to ensure that they are not discriminatory under the Act.

The PSED also requires our academies to publish information about equalities.

Protected characteristics

Under the Act, certain groups of society will be protected, by way of a particular characteristic. These are known under the Act as protected characteristics. The Trust has a statutory duty under the PSED to minimise or remove the disadvantages suffered by those with the below protected characteristics, and to promote equality for all.

The protected characteristics under the Act are:

- Age (not applicable to pupils, but applicable to staff, parents and visitors)
- Disability



- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Transgender
- Marriage and Civil Partnership (applicable only to the first General Duty. Not applicable to pupils, but applicable to staff, parents and visitors)

The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that academies aim to achieve.

Specific Duties

The two specific duties of the Public Sector Equality Duty are intended to help organisations meet the general duty. They are to:

1. publish information to demonstrate how the academy is complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic
2. prepare and publish equality objectives.

Application

This policy applies to pupils, staff and visitors to any academy within the Trust and its principles and values apply equally to everyone.

Principles and values

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

1. identify key issues, ensure equality for all and remove disadvantages suffered by those with protected characteristics
2. understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby make informed decision making to plan them more effectively
3. assess whether we are discriminating unlawfully when carrying out any of our functions and how we will eradicate this, as far as reasonably possible, in the future
4. ensure that staff and students alike are recognised for their talents
5. identify what the key equality issues are for our organisation and all those accessing the facilities, resources and benefits provided by the Trust.
6. prepare and publish information to demonstrate how our academy is complying with and meeting the PSED

Appendix 1 provides information about the Trust workforce

Appendix 2 outlines the equality objectives for the Trust at a corporate level, each individual academy will publish the objectives which apply to their school community.



Appendix 1

A major project has been agreed to upgrade the HR information systems to ensure that management information is accurate and up to date, this will be a focus in the next eighteen months. In the interim our timetabling system holds some of this information and the data below is derived from this. The profile of our workforce is below.

AGE	Grand Total	%
under 20	6	0.35%
20-29	279	16.33%
30-39	434	25.41%
40-49	440	25.76%
50-59	407	23.83%
60-69	129	7.55%
70+	13	0.76%
Grand Total	1708	

SEX	Grand Total	%
Female	1249	73.13%
Male	459	26.87%
Grand Total	1708	

Disability

The information on the number of disabled staff in the workplace is inaccurate. The information on our systems records only 14 members of staff in the entire workforce with disabilities, equating to 0.82%. This will be corrected through the application of a new system enabling staff to self-report.

Ethnicity

With the Trust's wide geographic dispersion there is a great variation in the proportion of Black, Asian and Minority Ethnic (BAME) groups employed. There are several small primary schools with no BAME staff and one of the large secondary schools with 20%. Overall, the Trust employs 8.14 % BAME staff as compared to 15.45% reported in the last census information. This suggests an under-representation of BAME staff in the work force and work will begin to understand mechanisms to address this.

The information below demonstrates the ways that the Trust implements the duties of the PSED:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Through the framework of policies implemented across the Trust
 - Equality, Diversity and Inclusion Policy
 - Supporting pupils with medical conditions policy
 - Staff code of conduct
 - Anti-bullying policy
 - Behaviour for learning policy
 - Child Protection Policy
 - Complaints Policy
 - Discipline and Grievance policies
 - Family Friendly Policy
 - Flexible Working Policy
 - Special Educational Needs and Disability Policy



- Provision of training for all staff regarding the requirements of the Equality Act and their responsibilities.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Review of equality objectives by the Academy Improvement Boards
 - Monitor recruitment information for those with a protected characteristic and those who do not
 - Monitoring the workforce to ensure equality of opportunity in access to training and promotion opportunities
 3. Foster good relations between people who share a protected characteristic and those who do not.
 - Equality awareness training
 - Monitoring employee relations cases to identify trends in issues between those with protected characteristics and others
 - Provision of mediation in areas of conflict to find resolution of differences



Appendix 2

Equality objectives

Our equality objectives for 2021 - 2023 are:

- To improve the Human Resource (HR) information systems so that there is accurate information recording of those employees with a protected characteristic
- To ensure that the HR information systems offer a 'self – service' option to enable employees to self-report on disability, ethnicity, etc
- To implement an applicant tracking system so that 'real-time' monitoring of sensitive information ensures no candidate with a protected characteristic is unnecessarily excluded from short-lists
- Targeted leadership development for under-represented groups.