



## PUBLIC SECTOR EQUALITY DUTY STATEMENT

THIS STATEMENT WAS APPROVED:	AUTUMN 2017
THIS STATEMENT WILL BE REVIEWED:	AUTUMN 2020
MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	DIRECTOR OF HR

## Public Sector Equality Duty Statement

### 1 Introduction

1.1 This document describes how Anglian Learning intends to fulfill its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives will form part of the Trust's and individual school's Improvement Plans.

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**

The Trust 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.

## **3. Long Term Strategies**

Anglian Learning promotes health and wellbeing to staff and uses a variety of measures such as Occupational Health, risk assessments, workstation assessments, lone worker guidance and equality impact assessments in order to ensure that consideration has been given to all staff.

There are also a number of policies which are published on the school's intranet which provide support and guidance for all employees and may include specific information relating to equality issues and offer particular support to individuals with protected characteristics.

Anglian Learning also promotes development opportunities for all staff. Teachers and support staff receive an annual appraisal meeting at which development needs are discussed and captured. Anglian Learning is inclusive to all staff in the opportunities available and welcome applications for vacant posts from all with the required skills.

Anglian Learning will seek to involve staff in the promotion of equality within the workplaces and will actively involve them when setting objectives and seeking methods to achieve those objectives.

## **4. Anglian Learning Equality and Diversity Objectives**

- To improve the recording and tracking mechanisms of equality and diversity across the Trust so that better information is available to ensure that equality and diversity is embedded.
- Further embed equality and diversity into day to day working, ensuring that Anglian Learning is being pro-active in promoting to staff the importance of equality and diversity.