



ST. MARY'S  
ACADEMY TRUST

# **St Mary's Academy Trust**

## **The Public Sector Equality Duty**

**Date agreed by Board: 5th September 2016**

**Date to be reviewed: August 2017**

# 1. Introduction

## Overview and Purpose of Scheme

The Trust recognises that all individuals have fundamental human rights and welcomes the diversity of the community working and learning within the organisation. As a service provider the Trust is committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all activities, having due regard to the need to:

- Eliminate unlawful discrimination;
- To promote equality of opportunity; and
- To promote good relations between all groups irrespective of their disability, race, sex, religion or belief, sexual orientation, transgender status, age or marital status.

These are the three aims associated with the Public Sector Equality Duty and the equality priorities and objectives outlined in this Scheme will enable us to make progress on each of these aims.

The Scheme seeks to ensure that Equality and Diversity underpins all the Trust's functions and areas of activity:

### **As an employer:**

Our aim is to be an equal opportunities employer. We believe that if we have a workforce that reflects the diversity of the local population, is treated equally and fairly, and has the opportunity to grow and develop at work it will help us to provide the best possible educational service to the people of Barnsley.

### **Implementation, Monitoring and Evaluation:**

We are committed to monitoring and measuring our achievements on fairness, equality and diversity.

### **How we will meet the Requirements**

#### **Rising expectations and demands.**

Remove communication barriers

#### **Using customer intelligence to inform and shape service delivery.**

If we know an employee/parent has access needs (for example they need information in Easy Read or need an interpreter) then we can plan to meet these needs in a more coordinated and cost-effective way. By understanding the diversity of our customers we can tailor services to meet their needs.

#### **Having a flexible and adaptable workforce.**

An equal and diverse workforce draws on the best skills of the whole community and ensures they can realise their potential for the benefit of those working for the Trust and also for those using Trust services i.e. their children attending our schools.

## **Our Approach to Equality and Diversity**

A Trust that is equal and diverse is one that will be better able to meet the challenges of the future. Equality and diversity must be embedded in everything it does and focused on delivering the priorities of the organisation.

The approach we take to equality and diversity must be informed by our Vision and Values and seek to address the challenges we face, and learn from the progress and achievements we have made so far.

We understand that developing an approach to equality and diversity should not be a one-off exercise. It should be a point of reference for us throughout the lifetime of the scheme; have we fully implemented our approach in our working practice, does the leadership team put this approach into practice, is the approach making a difference to the organisation?

Equality and diversity is the day job not an add-on extra. No organisation should consider itself to be delivering excellent quality services unless it is delivering excellent services to those sections of the community who face the greatest barriers and are in the most vulnerable situations.

The Trust therefore looks to embed equality and diversity into mainstream service activity and planning. It also seeks to ensure that performance on equality and diversity is a key element of all evaluation and assessment.

We need our leaders and employees to inherently understand equality and diversity, share common objectives for the organisation and the people we serve, and treat each other with respect as they would like to be treated themselves.

Everyone recognises that they have a role to play. Equality and diversity should be part of our organisational DNA.

The Trust has identified two objectives (developing the skills and understanding of the workforce and developing the confidence of the leadership team) which both help to develop a truly equal and diverse organisational culture.

### **Evidence helps us to understand inequality better and make the right decisions**

Evidence could be as a result of data analysis (e.g. of census information or performance data), the experiences of those affected (through employee engagement or customer feedback) or the experience of employees and other stakeholders working in the area concerned.

## **Equality Objectives**

The Trust has identified the following as a priority, where we believe we can make a difference.

### **A diverse and flexible workforce**

- Promoting dignity at work for employees and volunteers
- Skills, knowledge and confidence to implement equality policy at work

- Improve pay equality for all sections of the workforce.
- Recruit the best candidate for the job regardless of their diversity.

#### **Leaders at every level -**

- Challenge prejudice and discrimination in the workplace
- Promote equality as a fundamental part of the organisation's "DNA".
- Employees fully aware and compliant with Public Sector Equality Duty.

#### **Effective delivery - Making Equality Mainstream**

- Decisions are taken with due regard to equality impact.
- Equality mainstreamed in planning and performance management.
- High quality advice and support on equality and diversity for services.

In recent years the number of people in Barnsley who were born in another country (3.4%) has increased, although this is still well below the national average (13.8%). This means there are more children entering the education system who have English as an Additional Language (EAL). As a result they may have specific language support needs and their families may be less familiar with the education system in this country. Without the right support and guidance this can mean that the educational achievement of learners with EAL can fall behind their peers, but with the right support they can blossom.

The Trust recognises that all individuals have fundamental human rights and welcomes the diversity of the community working and learning within our schools. We are committed to promoting equality and tackling social exclusion and, as such, will integrate equality into all our activities.

This commitment includes raising awareness, amongst all our staff and leaders of how equality and diversity should be one of the foundation stones in our work and in how we get on with each other.

It is important that we support each other and do not tolerate instances of bullying and harassment towards employees or elected members either by colleagues or members of the public.

#### **A workforce with the skills, knowledge and confidence to implement the Trust's equality commitment, policy and priorities into everyday working practice.**

To achieve this we will:

- Develop a suite of training materials for employees and Leaders that will increase awareness and the value and benefits of equality and diversity.
- Use the P&DR process for employees to identify equality and diversity training and development requirements.

#### **Trust employees will be fully aware of and compliant with the requirements of equality legislation, particularly those associated with the Public Sector Equality Duty.**

To achieve this we will:

- Provide and deliver training materials, including equality impact assessment process and completion and cabinet reporting guidelines, which are targeted to relevant audiences

- Provide quality advice and support where requested

Measures

- Number of P&DRs where equality and diversity training needs identified.
- Number of employees and elected members who have completed equality and diversity training packages.
- % of employees who consider equality to be an important part of their job.\*
- % of employees who consider they have the necessary skills and abilities to implement equality and diversity in their job.\*

\* These will be measured from 2016 to 2018.

**A genuine equal opportunities employer where we recruit the best candidate for the jobs regardless of their diversity.**

We will:-

- Review content of the recruitment and selection management training courses to ensure equality and diversity considerations are fully embedded.
- Consider managers' experience of recruitment and selection process to help identify any potential barriers to equal practice.
- Undertake case studies of recruitment and selection exercises to ensure equal treatment and to determine future priorities for action.
- Develop action plan accordingly

**A Leadership able to shape the culture and relationships of the Trust to promote equality and diversity as a fundamental part of the organisational DNA.**

- Percentage of employees who believe the Trust puts equality and diversity at the heart of everything it does.\*
- Percentage of employees who consider equality to be an important part of their job.\*

These will be measured 2016 to 2018.