

Haslingfield School

**Public Sector Equality Duty Statement
(under 150 Employees)**

(Adapted from EPM Model)

This policy was ratified by the Governing Body on12/11/2019.....

Signed.....*Paula Durrant*Chair of
Governors

To be reviewed Sept 2022

Version	Author	Summary	Review Date	Next Review
3.0	M Miller	Change to 3 yearly cycle	June 2015	June 2018
4.0	N Pearce	No change refreshed policy	Sept 2019	Sept 2022

1 Introduction

1.1 This document describes how the Governing Body of Haslingfield School intends to fulfill its responsibilities under the Public Sector Equality Duty with regard to its workforce. The Equality Objectives will be part of the School Improvement Plan and information will be published on the Equalities page of the school website.

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 you 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

2.1 We 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.

Appendix 1

Public Sector Equality Duty

Haslingfield Endowed Primary School has published the following information in line with the Public Sector Equality Duty which requires all public bodies to take action over equality in the workplace.

Haslingfield School employs five full time teachers, five part time teachers and sixteen part time support staff. All these employees are female except for the Headteacher.

One male member of staff is employed on premises work.

No staff are registered disabled and all staff except one are white British.

All staff are appointed in line with Cambridgeshire County Council guidelines and recommended practices. Teaching staff are subject to the Haslingfield School Pay Policy which is in line with the National Teachers Pay and Conditions codes. Support staff are graded and paid in relation to the work undertaken, with reference to the Single Status guidelines and job descriptions published by the schools EPM service.

Haslingfield School is an equal opportunities employer and operates policies to ensure that no staff or applicants are discriminated against, directly or indirectly, as a result of age, gender, health, disability, race, sexual orientation, religion or other protected characteristics.