

The All Saints' Trust

The Equality Act 2010

Equality Information about our employees

PLEASE NOTE YOU SHOULD REFER TO THE LOCAL GOVERNING BOARDS POLICY SECTIONS ON EACH OF OUR SCHOOLS WEBSITES FOR THEIR OWN SPECIFIC EQUALITIES POLICY, INFORMATION AND OBJECTIVES.

We welcome our general duty under the Equality Act 2010 to eliminate discrimination, to advance equality of opportunity and to foster good relations.

Academy policy statement on equality and community cohesion

- We ensure that everyone is treated fairly and with respect.
- We make sure that our schools are a safe, secure and stimulating place for everyone.
- We recognise that people have different needs and we understand that treating people equally does not always involve treating them all exactly the same.
- We actively promote British values such as “mutual understanding and respect”, equality and support ideals such as democracy, respect and tolerance for all races, cultures, faiths and beliefs.
- We make sure that no-one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

As part of this duty, as we have more than 150 staff working within our Multi-Academy Trust, we are required to annually publish information about our employees.

This information aims to provide a profile of our Trust workforce and our employment practices.

Confidentiality

Guarantees of confidentiality are given to all staff who provide monitoring information or who take part in staff surveys. Names and data are anonymised and we observe the convention not to report where there are 5 or less respondents in any grouping (this is marked with a *).

As of March 1st 2023, the Trust employs 253 staff. Our staff are employed in the following main groups:

- Teaching staff
- Administrative and other related posts
- Support staff
- Midday supervisors
- Site supervisors
- Any other employees

Age

Data on the ages of our employees is recorded, but not currently collated.

Disability

Data on the disability status of our employees is recorded, but not currently collated.

Ethnicity and race – All schools totalled

Asian or Asian British			Mixed		
Bangladeshi heritage	*		Other mixed heritage	0	
Indian heritage	9		White and Asian	*	
Other Asian heritage	8		White and Black African	*	
Pakistani heritage	*		White and Black Caribbean	0	
Ghanaian heritage	0		British heritage	116	
Nigerian heritage	0		Irish heritage	51	
Somali heritage	0		White Other (#)	34	
Caribbean heritage	11		Gypsy / Roma	0	
Other Black heritage	*		Traveller of Irish heritage	0	
Chinese	*		Any other Ethnic Group	*	
Unknown	8				

Eastern European (included in White Other)

Gender – All schools totalled

	% of all staff
Female	80
Male	20

Gender identity or reassignment

Data on the gender identity of our employees is not currently recorded.

Pregnancy and maternity

Data on the pregnancy and/or maternity status of our employees is recorded, but not currently collated.

Religion or belief – All schools totalled

Buddhist	0
Catholic	170
Christian	12
Hindu	*
Jewish	*
Muslim	*
No Religion	0
Other Religions	0
Refused	0
Sikh	*
Unknown	67

Sexual orientation

We do not currently collect data on the sexual orientation of our employees.