

# **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.

#### **Academy policy statement on equality and community cohesion**

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is 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 aim to 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.

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

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 less than 5 respondents in any grouping.

As of March 1<sup>st</sup> 2021, the Trust employs 270 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**

Dates on the ages of our employees is not currently recorded.

## Disability

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

## Ethnicity and race

<b>Asian or Asian British</b>			<b>Mixed</b>		
Bangladeshi heritage	#		Other mixed heritage	#	
Indian heritage	13		White and Asian	#	
Other Asian heritage	10		White and Black African		
Pakistani heritage	#		White and Black Caribbean		
<b>Black or Black British</b>			<b>White</b>		
Ghanaian heritage			British heritage	112	
Nigerian heritage			Irish heritage	60	
Somali heritage			White Other (*)	44	
Caribbean heritage	7		Gypsy / Roma		
Other Black heritage	8		Traveller of Irish heritage		
Chinese	#		<b>Any other Ethnic Group</b>	8	

\* Eastern European (included in White Other)

## Gender

	<b>% of all staff</b>
Female	80
Male	20

## Gender identity or reassignment

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

## Pregnancy and maternity

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

### **Religion and belief**

Buddhist	
Catholic	197
Christian	#
Hindu	#
Jewish	
Muslim	#
No Religion	#
Other Religions	#
Refused	
Sikh	#
Unknown	62

### **Sexual orientation**

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