

Public Sector Equality Duty

Sherborne Area Schools' Trust

We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

The Sherborne Area Schools' Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010) (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

We aim to deliver excellent and sustainable 0-19 education, securing improved outcomes for our students. The ethos of our schools illustrates our commitment to fully include and respect all members of our trust community.

We have set ourselves the following objectives for 2019/20:

- **To ensure that staff, trustees and local governing bodies are aware of current legislation surrounding equality and diversity and understand the school's responsibility**
- **To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our Academy community.**
- **To promote mental health awareness and develop appropriate interventions where necessary**
- **To review and continue to actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.**
- **To review and develop accessibility across the school for students, staff and visitors with disabilities, including access to specialist teaching areas.**
- **To monitor and review the incidence of the use of homophobic, sexist and racist language by students in the Academy.**
- **To review and revise the Early Years, KS1-5 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.**

For further information, please refer to the SAST Equality and Diversity policy.

Information about our employees:

As we exceed a workforce of more than 150 employees, we are required to publish information which provides a profile of our trust workforce and our employment practices.

Guarantees of confidentiality are given to all staff who provide monitoring information in line with data protection legislation. Reported data is anonymised.

As of September 2018, the trust employs 403 staff. Our staff are employed in the following main groups:

- Teaching staff
- Administrative and other related posts
- Support staff
- Technical staff
- Catering staff
- Facilities staff

Age	Under 21	21-30	31-40	41-50	51-60	61-70	71-79	Over 80
Number Gryphon	5	53	63	48	40	10	0	0
BN	0	1	6	3	6	2	0	0
BA	1	4	4	5	6	0	0	0
TF	0	2	4	11	7	1	0	0
Yet	0	2	4	8	5	1	0	0
Abbey	2	10	6	11	13	0	0	0
SP	0	10	12	16	15	2	0	0
Central	0	0	1	2	1	0	0	0
% of total staff	2%	20.5%	24.5%	26%	23%	4%	0%	0%

Ethnicity and Race	Number	% of staff
Asian or Asian British	6	1.5%
Black or Black British	2	0.5%
Mixed	1	0.25%
Any other ethnic group	1	0.25%
White British	148	37%
Any other White	6	1.5%
Prefer not to say	78	19%
Not stated	161	40%

Gender	Total	% of All staff
Female	324	80.5%
Male	79	19.5%