

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.

Our Equality Objectives 2023-24

- To ensure that staff, trustees and Academy Committee members are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
- To develop a mental health and wellbeing strategy to support staff wellbeing.
- To promote staff and student mental health awareness and develop appropriate interventions where necessary. We will also look to increase the number of staff who have undertaken medical health first aider training.

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 January 2024, the trust employs 826 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
Buckland Newton Primary	0	2	4	2	10	2	0	0
Charlton Horethorne Primary	0	2	0	3	7	1	1	0
Gryphon School	1	33	48	48	25	11	0	0
Harbour Vale School	0	0	4	2	10	0	0	0
King Arthur's School	0	3	18	19	13	2	1	0
Motcombe Primary	1	7	9	7	2	2	0	0
Shaftesbury School	0	14	24	36	20	8	1	0
Shaftesbury Primary	1	9	14	12	6	4	0	0
SAST Central Team	1	12	10	22	19	2	0	0
Sherborne Abbey Primary	1	3	10	15	10	3	0	0
Sherborne Primary	1	4	17	13	11	6	0	0
Shillingstone Primary	0	1	5	5	6	2	0	0
St Andrew's, Fontmell Magna	1	1	9	2	6	0	0	0
St Andrew's, Yetminster	0	1	7	4	2	2	0	0
St Mary's, Bradford Abbas	0	1	4	5	2	0	0	0
St Mary the Virgin, Gillingham	1	1	4	15	7	3	0	0
St Nicholas, Child Okeford	0	3	4	3	7	4	0	0
Sturminster Newton High School	0	5	17	19	25	7	1	0
Thornford Primary	0	2	4	8	9	2	0	0
Percentage of total staff	0.97%	12.59%	25.67%	29.06%	23.85%	7.38%	0.48%	0%
Ethnicity and Race	Number	% of staff						
Asian or Asian British	7	0.85%						
Black or Black British	4	0.48%						
Mixed	5	0.61%						
Any other ethnic group	3	0.36%						
White British	776	93.95%						
Any other White	31	3.75%						
Not stated	0	0%						
Gender	Total	% of staff						
Female	647	78.33%						
Male	179	21.67%						