

The Roundhill Academy

Equality Duty Statement

This document describes how the Governing Body of The Roundhill Academy intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce.

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.

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 we 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.

We have an equality profile of staff (Appendix 1) 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 or at certain grades

Publication of Equality Information

We will publish relevant, proportionate information which is broad enough to give a full picture of performance across our school. We will demonstrate how we have used this information to have due regard to all three aims of the duty, for all relevant protected characteristics.

Our information will usually fall into two main categories:

- Information to identify equality issues. Examples of this include equality monitoring information about employees, information about the effect of our activities on people with different protected characteristics or any engagement we may have carried out.
- Information about steps taken to have due regard to the aims of the general equality duty.

We note the listed information that the Equalities and Human Rights Commission would normally expect to see in the published staffing information analysis.

Reviewed September 2017
James Tickle

Appendix 1

Staffing information Analysis

1. Staffing Complement of the school for the year 2018/2019:

Full time

Ethnic Group	Male	Female	Total	Registered Disability
White British	15	25	40	0
Any other white background	0	0	0	0
Asian or Asian British	1	5	6	0
Black or Black British	0	1	1	0
Chinese	0	0	0	0
Any other ethnic background	0	0	0	0

Part time

Ethnic Group	Male	Female	Total	Registered Disability
White British	2	39	41	0
Any other white background	0	0	0	0
Asian or Asian British	0	3	3	0
Black or Black British	0	1	1	0
Chinese	0	0	0	0
Any other ethnic background	0	0	0	0

2. Salary by Gender Race and Disability

	< £19k	£20k - £29k	£30k - £39k	£40k - £49k	£50k - £59k	> £60k
Gender						
Male	2	5	4	4	1	2
Female	31	18	7	17	0	1
TOTAL	33	23	11	21	1	3
Race						
White British	30	19	11	17	1	3
Any other white background	0	0	0	0	0	0
Asian or Asian British	3	3	0	3	0	0
Black or Black British	0	1	0	1	0	0
Chinese	0	0	0	0	0	0
Any other ethnic background	0	0	0	0	0	0
Registered Disability	0	0	0	0	0	0

3. Grievances and disciplinary action and complaints of harassment Number of cases in the last 3 years:

Ethnic Group	Male	Female	Total	Registered Disability
White British	0	0	0	0
Any other white background	0	0	0	0
Asian or Asian British	0	0	0	0
Black or Black British	0	0	0	0
Chinese	0	0	0	0
Any other ethnic background	0	0	0	0

4. Pregnancy Maternity and Paternity Leave and Family Issues Number of disputes arising in the last 3 years: **None**

The school will continue to monitor the effectiveness of its equality policy throughout the year and will publish equality data annually.