

**Four Cs  
Multi-Academy Trust**



# **PUBLIC SECTOR EQUALITY DUTY REPORT**

## **FOUR Cs MAT**

**As at 1 September 2019**

# PUBLIC SECTOR EQUALITY DUTY

## Contents

<b>Staff Workforce Information</b>	
Recruitment	3
Gender Analysis	4
Length of Service	5
Percentage of Employees from an Ethnic Minority	7
Age Analysis	9
Percentage of Employees that have a Disability	10
Grievance, Harassment, Bullying, Victimisation and Discrimination Cases	10
<b>Student Statistics</b>	
Gender	10
Ethnicity	10
Religion	11
Disability	11
Objectives 2019 - 2020	11

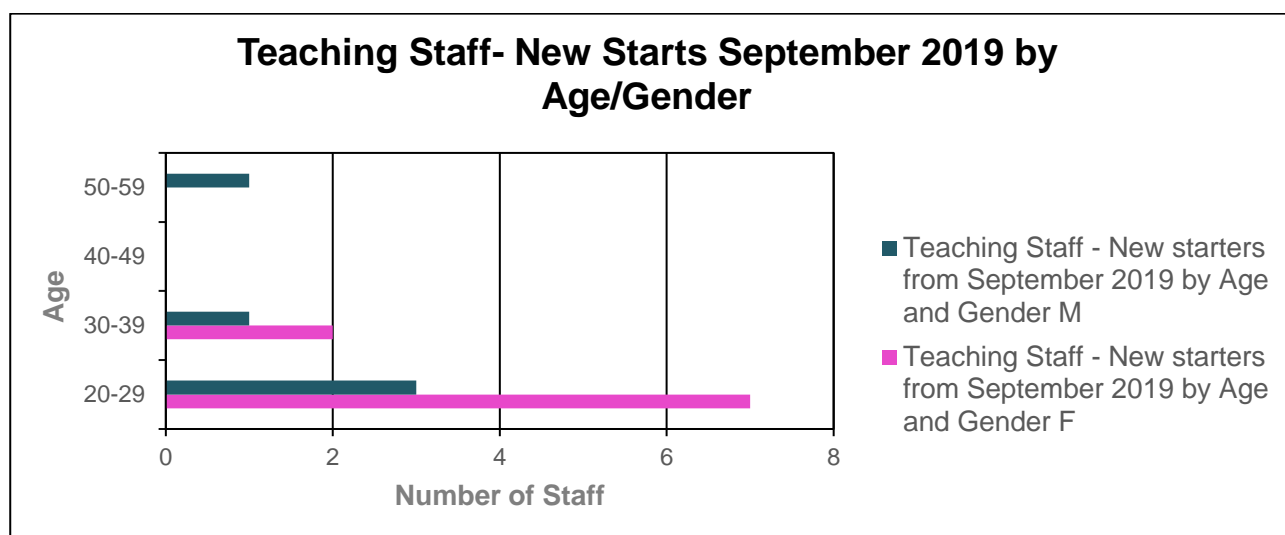
# PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 places both general and specific duties on public bodies such as schools which need to be complied with in order to fulfil the requirements set out in the Equality Act. The general duty requires all public bodies to have due regard to the need to:

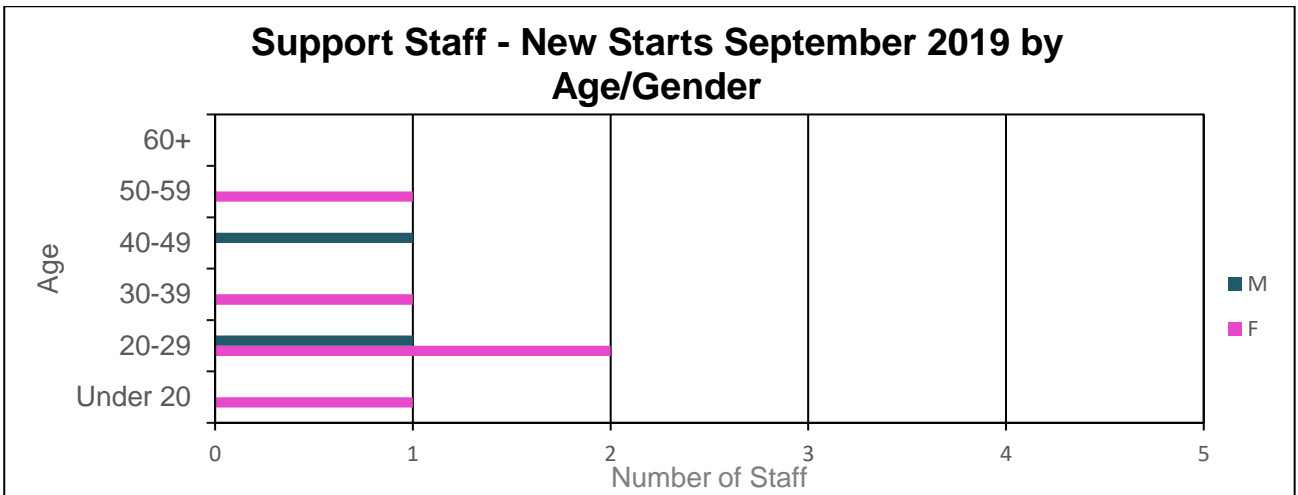
- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- Advanced equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## Staff Workforce Information

### Recruitment

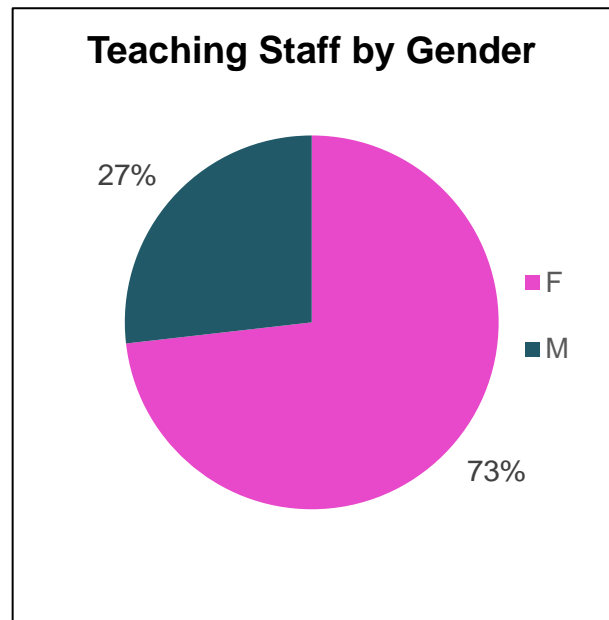
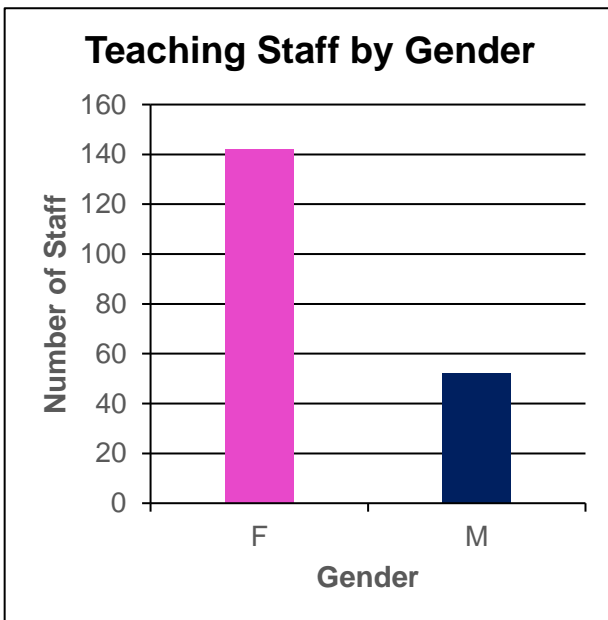


Teaching Staff New starters from September 2019 by Age and Gender		
Age	F	M
20-29	7	3
30-39	2	1
40-49	0	0
50-59	0	1
60+	0	0
<b>Total</b>	<b>9</b>	<b>5</b>

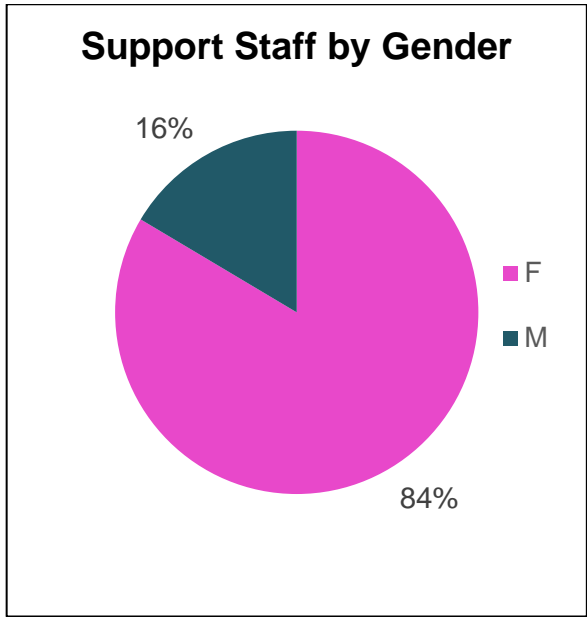


Support Staff New starters from September 2019 by Age and Gender		
Age	F	M
Under 20	1	0
20-29	2	1
30-39	1	0
40-49	0	1
50-59	1	0
60+	0	0
<b>Total</b>	<b>5</b>	<b>2</b>

### Gender Analysis

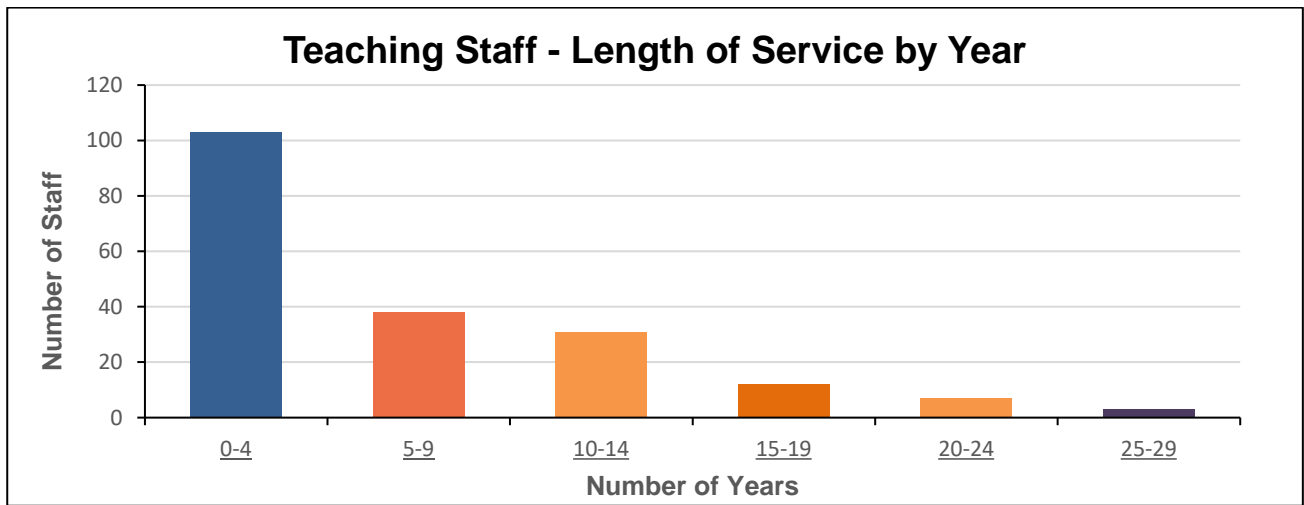


Teaching Staff - Gender		
Gender	Count	Percentage
F	142	73%
M	52	27%
<b>Total</b>	<b>194</b>	<b>100%</b>



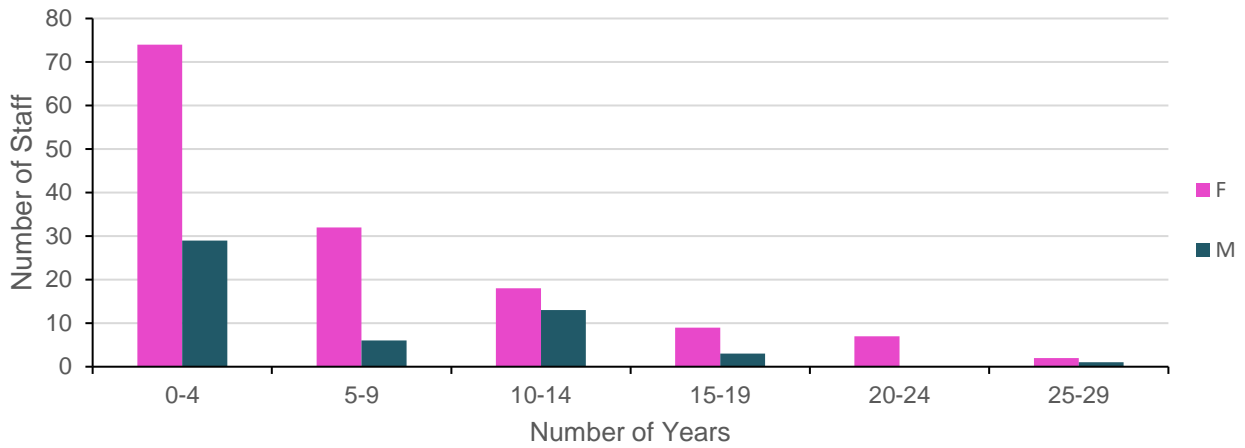
Support Staff - Gender		
Gender	Count	Percentage
F	259	84%
M	51	16%
<b>Total</b>	<b>310</b>	<b>100%</b>

**Length of Service**



Teaching Staff - Length of Service		
Length of Service (Years)	Count	Percentage
0-4	103	53%
5-9	38	20%
10-14	31	16%
15-19	12	6%
20-24	7	4%
25-29	3	2%
30+	0	0%
<b>Total</b>	<b>194</b>	<b>100%</b>

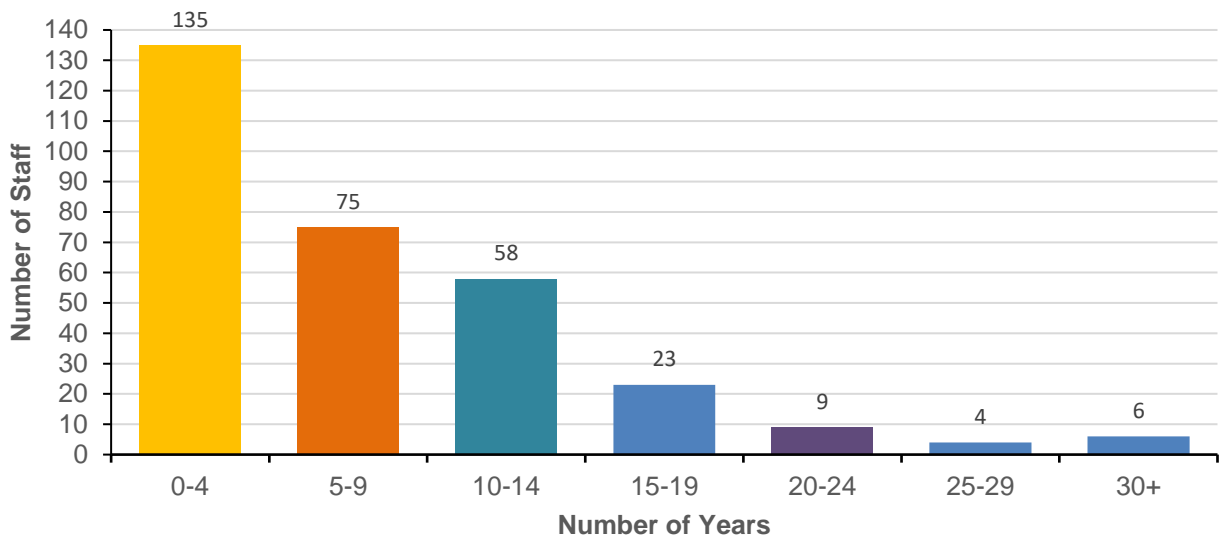
### Teaching Staff - Length of Service / Gender



### Teaching Staff - Length of Service by Gender

Gender	Length of Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	74	32	18	9	7	2	0
M	29	6	13	3	0	1	0
<b>Total</b>	<b>103</b>	<b>38</b>	<b>31</b>	<b>12</b>	<b>7</b>	<b>3</b>	<b>0</b>

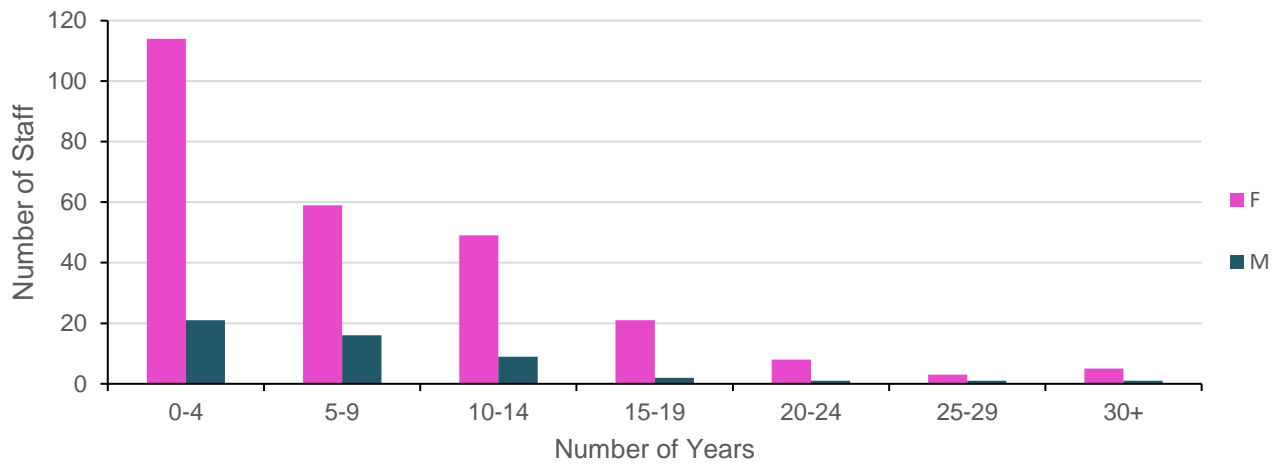
### Support Staff - Length of Service by Year



### Support Staff - Length of Service

Length of Service (Years)	Count	Percentage (%)
0-4	135	44%
5-9	75	24%
10-14	58	19%
15-19	23	7%
20-24	9	3%
25-29	4	1%
30+	6	2%
<b>Total</b>	<b>310</b>	<b>100%</b>

### Support Staff - Length of Service / Gender

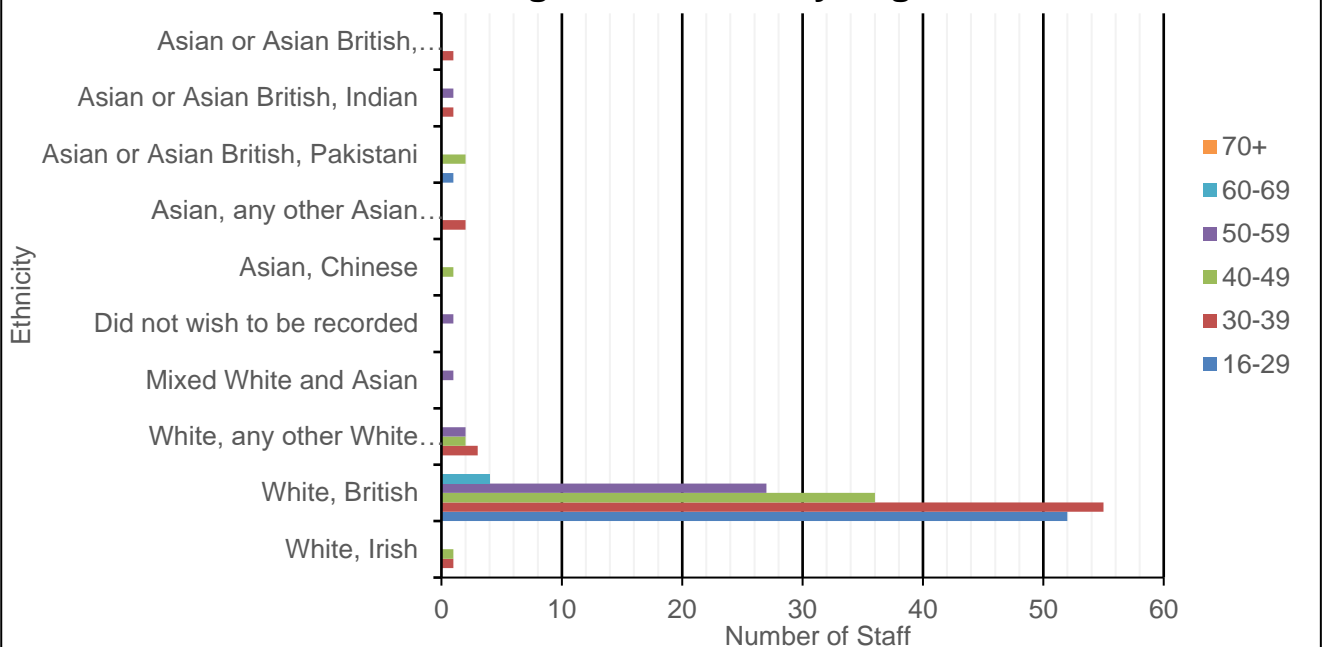


### Support Staff - Length of Service by Gender

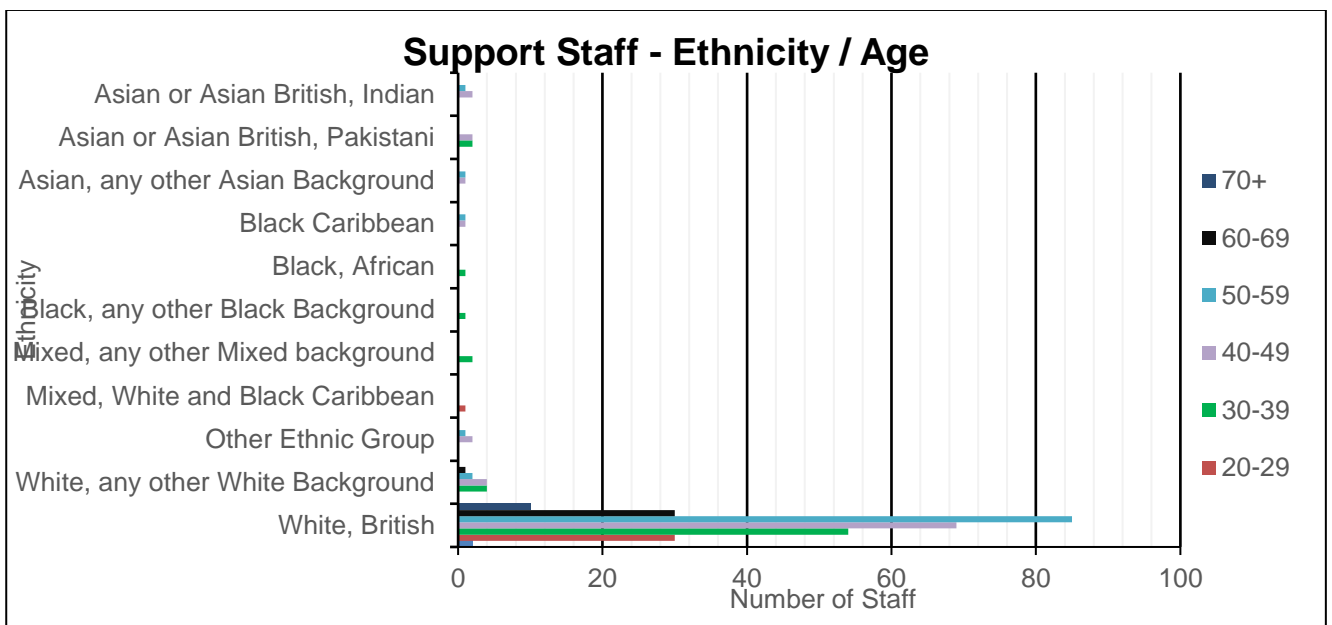
Gender	Length of Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	114	59	49	21	8	3	5
M	21	16	9	2	1	1	1
<b>Total</b>	<b>135</b>	<b>75</b>	<b>58</b>	<b>23</b>	<b>9</b>	<b>4</b>	<b>6</b>

### Percentage of Employees from an Ethnic Minority

### Teaching Staff - Ethnicity / Age



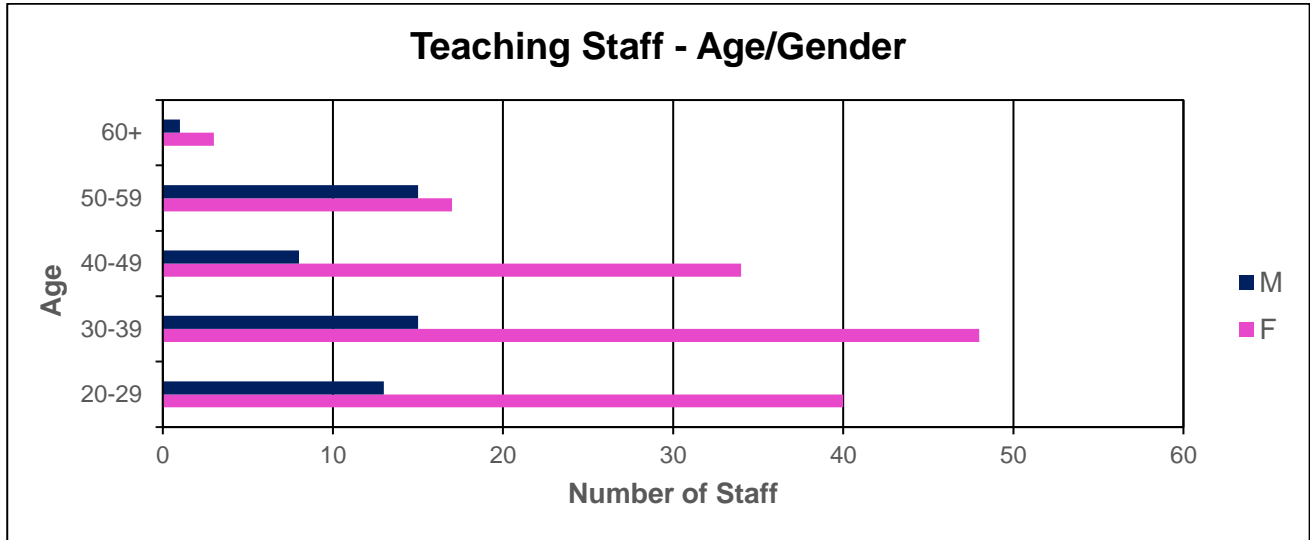
Teaching Staff - Ethnicity by Age						
Ethnicity	Age Range					
	16-29	30-39	40-49	50-59	60-69	70+
Asian or Asian British, Bangladeshi	0	1	0	0	0	0
Asian or Asian British, Indian	0	1	0	1	0	0
Asian or Asian British, Pakistani	1	0	2	0	0	0
Asian, any other Asian Background	0	2	0	0	0	0
Asian, Chinese	0	0	1	0	0	0
Did not wish to be recorded	0	0	0	1	0	0
Mixed White and Asian	0	0	0	1	0	0
White, any other White Background	0	3	2	2	0	0
White, British	52	55	36	27	4	0
White, Irish	0	1	1	0	0	0
<b>Total</b>	<b>53</b>	<b>63</b>	<b>41</b>	<b>32</b>	<b>4</b>	<b>0</b>



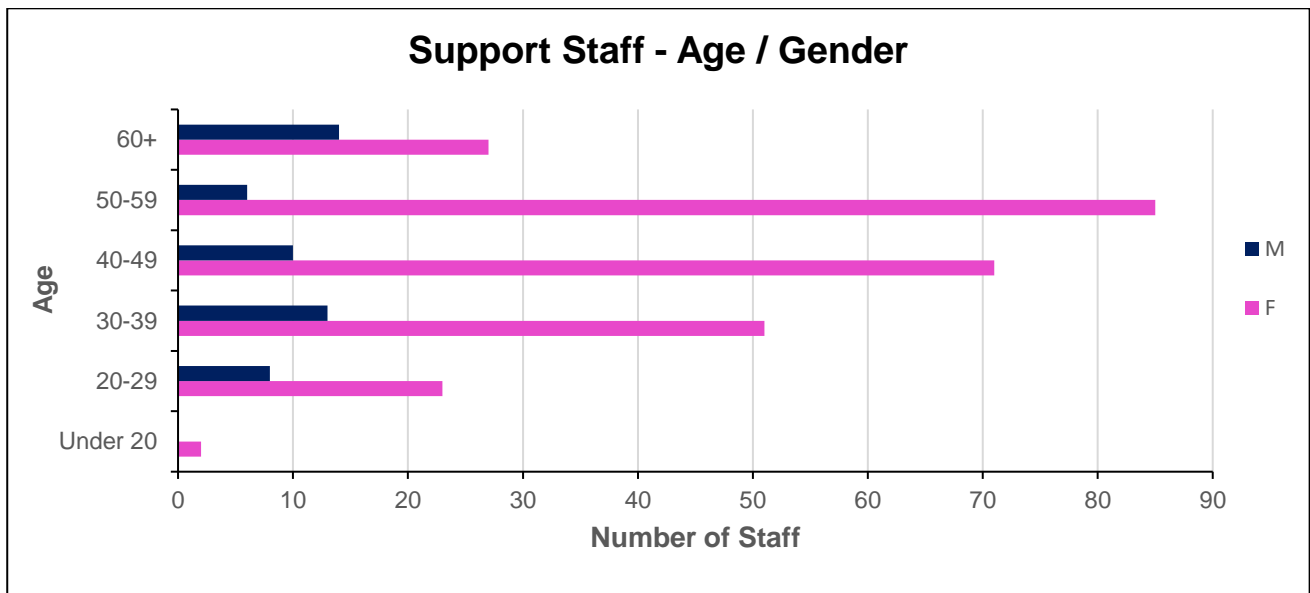
Support Staff - Ethnicity by Age							
Ethnicity	Age Range						
	Under 20	20-29	30-39	40-49	50-59	60-69	70+
Asian or Asian British, Any other Asian Background	0	0	0	1	0	0	0
Asian or Asian British, Indian	0	0	0	1	1	0	0
Asian or Asian British, Pakistani	0	0	2	2	1	1	0
Black or Black British, Caribbean	0	0	0	1	1	0	0
Mixed White and Asian	0	0	1	0	0	0	0
Mixed, any other mixed background	0	0	0	0	0	1	0
Mixed, White and Black African	0	0	1	0	0	0	0
White, any other White Background	0	0	2	1	1	0	0
White, British	4	19	34	60	55	19	8
<b>Total</b>	<b>4</b>	<b>19</b>	<b>40</b>	<b>66</b>	<b>59</b>	<b>21</b>	<b>8</b>



**Age Analysis**



Teaching Staff - by Age and Gender		
Age	F	M
20-29	40	13
30-39	48	15
40-49	34	8
50-59	17	15
60+	3	1
<b>Total</b>	<b>142</b>	<b>52</b>



Support Staff - by Age and Gender		
Age	F	M
Under 20	2	0
20-29	23	8
30-39	51	13
40-49	71	10
50-59	85	6
60+	27	14
<b>Total</b>	<b>259</b>	<b>51</b>

### Percentage of Employees that have a Disability

All Staff Disability	%
Disabled	0.48%
Prefer Not to Say	0.24%
Not disabled	99.28%

### Grievance, Harassment, Bullying, Victimisation and Discrimination Cases

There were none.

### Student Statistics

Based on information retrieved from the schools MIS system using routinely collected data. Student population across the MAT totals 3504.

Gender	Count	%
Male	1786	50.97%
Female	1718	49.03%

Ethnicity	Count	%
Asian or Asian British, Any other Asian Background	51	1.46%
Asian or Asian British, Bangladeshi	7	0.20%
Asian or Asian British, Chinese	13	0.37%
Asian or Asian British, Indian	68	1.94%
Asian or Asian British, Pakistani	453	12.93%
Black or Black British, African	54	1.54%
Black or Black British, Any other Black Background	29	0.83%
Black or Black British, Caribbean	5	0.14%
Information Not Yet Obtained	45	1.28%
Mixed, any other mixed background	60	1.71%
Mixed, White and Asian	45	1.28%
Mixed, White and Black African	28	0.80%
Mixed, White and Black Caribbean	43	1.23%
Other, Any other ethnic group	60	1.71%
Other, Arab	23	0.66%
Refused	5	0.14%
White, any other White Background	461	13.16%
White, British	2013	57.45%
White, Gypsy or Irish Traveller	30	0.86%
White, Irish	11	0.31%

Religion	Count	%
Buddhist	2	0.06%
Catholic	196	5.59%
Christian	616	17.58%
Church of England	548	15.64%
Hindu	19	0.54%
Islam	15	0.43%
Jehovah's Witness	11	0.31%
Muslim	608	17.35%
No Religion	613	17.49%
Refused	47	1.34%
Sikh	28	0.80%
Other Religion	49	1.40%
Not provided	752	21.46%

Disability	Count	%
Autistic Spectrum Disorder	72	2.05%
Behaviour, Emotional and Social Difficulty	3	0.09%
Hearing Impairment	18	0.51%
Moderate Learning Difficulty	49	1.40%
Multi-Sensory Impairment	1	0.03%
No Specialist Assessment	21	0.60%
Other Difficulty/Disability	53	1.51%
Physical Disability	15	0.43%
Profound & Multiple Learning Difficulty	5	0.14%
Severe Learning Difficulty	10	0.29%
Social, Emotional and Mental Health	51	1.46%
Specific Learning Difficulty	258	7.36%
Speech, Language and Communication Needs	70	2.00%
Vision Impairment	5	0.14%
None	2873	81.99%

### **Objectives 2019 - 2020**

- To promote equality, diversity and inclusion actions across staff body. This will be achieved in several ways, including promoting flexible working, transparency in the gender pay gap and training for staff to eliminate any unconscious bias in recruitment.
- Gather monitoring data during the recruitment and selection process, ensuring the information is not issued to shortlisting panels. Monitoring the data will eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- To treat all students fairly, ensuring equal access to opportunities to enable students to fully participate in the learning process and enrichment activities.
- To use pastoral data at individual school level to monitor student behaviour and respond to variations between groups looking at trends over time.