

Equality Information Objectives Progress Report

Progress Report 2023-2024

The following progress report is based on actions we committed to within the Equality Information and Objectives 2021-2024 document.

Objective from 2021	Why we have chosen this objective:	Actions Intended - what we will do	Progress 2021-2024	Status
1: Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the staffing and pay sub-committee of the Board of Trustees (by December 2021)/LGB (July 2022).	<p>We have identified a need to review our baseline data to inform priority-setting and strategic foci.</p> <p>This is also linked to our focus on stakeholder voice and a need to create more robust data from which to analyse progress, areas for improvement, target interventions and make proactive system changes.</p>	<p>Develop communications re. the gathering of this data using high quality models and expert advice.</p> <p>Canvas all staff to provide opportunities for their data to be part of this reporting and, subsequently, shape and evaluate our strategy going forwards.</p>	<ul style="list-style-type: none"> • A review of all colleague data including Recruitment data was conducted in June 2023 through which we identified large gaps in the tracking of candidates through their recruitment journey. • We have initiated a data cleanse across all people data systems so that we can accurately report trends and commit to continue this objective within section 18 of the new EIO. • We identified that most job candidates preferred not to disclose their equalities information with less than 50% disclosure rates. • There is a trend of low equalities disclosure within internal Edurio surveys with 11% on average preferring not to say. • We are carrying these factors over into our new EIO objectives (see EIO 2024 section 18.) 	In progress
2: Have in place a reasonable adjustment agreement for all staff with disabilities by July 2022, to meet their needs better and ensure that any	This will be an opportunity to respond to the data from Objective 1 and further embed our Trust culture at all levels.	Use responses to HR to both encourage staff with disabilities to share these with us and for us to implement, monitor and review our reasonable adjustment agreements.	<ul style="list-style-type: none"> • For new starters our onboarding process identifies where new colleagues request reasonable adjustments and this is addressed in the induction. • For new and existing colleagues, the People team work with schools on a case-by-case basis where they 	BAU

<p>disadvantages they experience are addressed.</p>		<p>Where training is needed for this to be achieved, this will be brokered, implemented and reviewed.</p>	<p>may need advice, training and HR support in making reasonable adjustments.</p> <ul style="list-style-type: none"> • Sickness absence and reasons for absence are reviewed every half term with schools and strategic leaders to identify trends and discuss any possible solutions including the use of Occupational Health and BHSF. • In addition every school now has an Employee Engagement Working Group (EEWG) which enables colleagues to build school-based action plans - growing their wellbeing and culture for Equity, Inclusion and Belonging. • We will carry this action forward to the EIO 2024 and People and Culture Strategy where we will implement a 'Wellbeing Passport' which will enable colleagues with a disability to access resources throughout their employment in the trust. 	
<p>3: Develop, implement and share a Menopause Policy and related practices across the Trust.</p>	<p>Why we have chosen this objective: analysis of Gender Pay Gap report data demonstrates that a significant proportion of our staff are currently or will be experiencing perimenopause and menopause over the next few years. Initial, informal scoping has indicated that this would be a welcome development to enable staff to feel supported, confident and valued during</p>	<p>Use best practice models to develop a model policy; develop an informal network run by staff for staff; provide relevant training for staff; to review our offers of support for staff from external partners to provide opportunities for staff to support each other and themselves.</p>	<ul style="list-style-type: none"> • A Menopause Policy was developed and successfully launched in 2022 alongside an information giving video to support colleagues. • The informal network has been built into the Terms of Reference for EEWG's where any Wellbeing issues can be voiced and where necessary fed through to senior leaders. • Any HR related cases where Menopause symptoms are identified are assessed using established people processes and policies and where necessary referrals to Occupational Health and/or BHSF are recommended to line leaders. This will continue to be tracked with the newly developed People metrics. 	<p>BAU</p>

	<p>this stage of their lives. It is also intended to support our wider development of work linked with this report.</p>			
<p>4: Provide a virtual training module on equal opportunities and non-discrimination for all staff and governors by the beginning of the next academic year, including an additional set of training for staff and governors involved in recruitment and selection. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.</p>	<p>Why we have chosen this objective: to ensure that recruitment is inclusive and informed by best practice and to mirror our approach to safer recruitment.</p>	<p>Support all senior school and Trust leaders to complete the AIM Level 2 EDI qualification by the end of the academic year; implement a requirement for all interview panels to include at least one person who holds the Level 2 EDI qualification; enable all staff and governors in the Trust and its schools to complete an online module on equal opportunities and non-discrimination via the National College platform; minutes; develop induction so that new staff receive training on the Equality Act as part of their induction, and all staff receive refresher training every Autumn Term, delivered primarily through the National College online CPD platform).</p>	<ul style="list-style-type: none"> • 2022 EDI survey conducted. Favourable overall responses to questions relating to Equality and Inclusion (average 4/5) with a trust completion rate of 66%. • We have identified an appropriate virtual training module and will work with leaders to plan this into the CPL calendar for 2024-2025 and add this to the Induction programme for all colleagues. This is likely to be a phased approach where CPL calendars are already in development stage for the coming academic year. • A more developed module is being sourced for trust leaders and those who are frequently involved in recruitment. • Work in this area is further developed and incorporated into the EIO Policy including commitment to a repeat EDI survey during 2024. Targets set for new survey specifically for completion rates and diversity (2022 average 3/5). 	<p>Carried forward</p>
<p>5: Develop our use of Equality Impact Assessments as part of risk assessments when</p>	<p>To improve the ways in which we explicitly consider equality in our decision-making</p>	<p>Develop an Equality Impact Assessment document to show and record how we have</p>	<ul style="list-style-type: none"> • For all school trips and activities, we have launched a new process and APP in which we aim to add an EIA template. 	<p>Carried forward</p>

<p><i>planning school trips and activities for all schools to have these as part of these processes.</i></p>	<p>and to provide an opportunity to evaluate our practices in this area.</p>	<p>actively considered our equality duties and asked ourselves relevant questions; provide relevant training for staff to effectively use this tool; adapt current processes to include the Equality Impact Assessment; by the end of the year, ensure that records are completed by the member of staff organising the activity and are stored electronically with the completed risk assessment.</p>	<ul style="list-style-type: none"> • We will also implement a 'Wellbeing Passport' which will enable colleagues with a disability to access resources throughout their employment in the trust. • Policy changes will also require the need for EIA's to be completed to ensure they do not conflict with our responsibilities under the Equality Act 2010. 	
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