



*Creative
Education
Trust*

Public Sector Equality Duty Statement of Intent

Policy Owner	Director of Human Resources
Approved by	People and Remuneration Committee
Last reviewed on	September 2024
Next review date	September 2028



1. Equality Statement

- 1.1 This statement provides information about how Creative Education Trust (the Trust) ensures it meets its Specific Duties under the Equality Act 2010 (the Act) in relation to the Public Sector Equality Duty (PSED).
- 1.2 The PSED requires the Trust, as a body carrying out public functions, to have due regard to:
- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic.
 - Foster good relations between people who share and people who do not share a relevant protected characteristic.

These are known as the General Duties of the PSED.

- 1.3 Having due regard to the need to advance equality of opportunity is defined further in the Act as having due regard to the need to¹:
- Remove or minimise disadvantages suffered by people due to their relevant protected characteristics.
 - Take steps to meet the different needs of people who share a relevant protected characteristic.
 - Encourage participation in public life or any other activity by underrepresented groups.
 - Take steps to meet the different needs of disabled persons.
- 1.4 The Trust is committed to actively examining current and proposed policies and practices, to ensure that they are not discriminatory under the Act.
- 1.5 The PSED also requires our academies to publish information about equalities, which can be found at Appendix 1.

2. Protected characteristics

- 2.1 Under the Act, certain groups of society will be protected, by way of a particular characteristic. These are known under the Act as protected characteristics. The Trust has a statutory duty under the PSED to minimise or remove the disadvantages suffered by those with the below protected characteristics, and to promote equality for all.
- 2.2 The protected characteristics under the Act are:
- Age (not applicable to pupils, but applicable to staff, parents and visitors)
 - Disability
 - Sex
 - Race, including colour, nationality, ethnic or national origin
 - Pregnancy and Maternity

¹ <https://www.equalityhumanrights.com/guidance/public-sector-equality-duty-psed>



- Religion or Belief
- Sexual Orientation
- Gender reassignment
- Marriage and Civil Partnership (applicable only to the first General Duty. Not applicable to pupils, but applicable to staff, parents and visitors)

2.3 The information we publish and analyse must be clearly linked to the three aims (General Duties) of the Public Sector Equality Duty. General Duties are the things that academies aim to achieve.

3. Specific Duties

3.1 The three specific duties of the Public Sector Equality Duty are intended to help academies meet the general duty. They are to:

- Publish equality information every year to demonstrate how the Trust is complying with PSED.
- Prepare and publish specific and measurable equality objectives, which are reviewed at least every four years.
- Publish gender pay gap information every year.

4. Principles and values

4.1 We will collect and use equality information to help us to:

- Identify key issues, ensure equality for all and remove disadvantages suffered by those with protected characteristics.
- Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby make informed decision making to plan them more effectively.
- Assess whether we are discriminating unlawfully when carrying out any of our functions and how we will eradicate this, as far as reasonably possible, in the future.
- Ensure that staff and students alike are recognised for their talents.
- Identify what the key equality issues are for our organisation and all those accessing the facilities, resources and benefits provided by the Trust.
- Prepare and publish information to demonstrate how our Trust is complying with and meeting the PSED.

5. Creative Education Trust's Workforce

5.1 Following the implementation of the new HR information system, the data we hold on our workforce has been improved. This will be improved further through new starters self-reporting directly into the system, through a relaunching of self-service and communicating the importance of staff submitting this information in the new academic year.

5.2 The size of our workforce is 1,718 (excluding casual workers) and the profile of our workforce is below (as at 1 August 2024).



Sex

	%
Male	26.4
Female	73.6
Total	100.0

Age

Age Range (Years)	%
<20	0.9
20-29	15.7
30-39	26.3
40-49	24.1
50-59	20.7
60+	12.2
Total	100.0

Disability

	%
Disabled	2.5
Not Disabled	31.7
Prefer not to say	0.9
Not specified	65.0
Total	100.0

Ethnicity

	%
White	32.3
All other ethnic groups combined	6.1
Prefer not to say	0.3
Not Specified	61.3
Total	100.0

Sexual Orientation

Sexual Orientation	%
Heterosexual	31.5
All other declared groups combined (e.g. gay, lesbian, own identity)	2.1
Prefer not to say	1.7
Not Specified	64.7
Total	100.0



Religion or belief

Religion or belief	%
Agnostic	3.0
Atheist	3.0
Christian	12.9
All other declared groups combined (e.g. Buddhist, Hindu, Muslim)	4.1
Prefer not to say	2.5
Not Specified	74.5
Total	100.0

6. Implementing our duties

6.1 The information below gives examples of the ways that the Trust currently implements the duties of the PSED:

A. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

- We have a comprehensive framework of policies implemented across the Trust:
 - Equality, Diversity and Inclusion Policy
 - Supporting pupils with medical conditions policy
 - Staff code of conduct
 - Anti-bullying policy
 - Behaviour for learning policy
 - Child Protection Policy
 - Complaints Policy
 - Disciplinary and Grievance policies
 - Family Friendly Policy
 - Flexible Working Policy
 - Special Educational Needs and Disability Policy
- We provide training for all staff regarding the requirements of the Equality Act and their responsibilities.
- Our Equality, Diversity and Inclusion Policy is included as part of our onboarding and induction process.

B. Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic.

- We have procured a sophisticated HR system which allows us to collect and will allow us to report on equality information for all staff and through our recruitment process.
- We provide training for all staff regarding the requirements of the Equality Act and their responsibilities.
- Our Equality, Diversity and Inclusion Policy is included as part of our onboarding and induction process.



C. Foster good relations between people who share and people who do not share a protected characteristic.

- We provide training for all staff regarding the requirements of the Equality Act and their responsibilities.
- We provide mediation in areas of conflict to find resolution of differences.
- Our Equality, Diversity and Inclusion Policy is included as part of our onboarding and induction process.

7. Equality objectives

7.1 Our equality objectives from 1 September 2024 to 31 August 2028 are:

- To build a diverse workforce that reflects the communities that we serve.
- To ensure that we value and welcome the different ideas, skills and experiences of our colleagues.
- To have an inclusive culture that provides support to enable all of our colleagues to thrive.

7.2 We have mapped the general PSED duties to our equality objectives for 2024 to 2028 to show how we will fulfil our obligations as both a public body and an employer.

General Duty	Corresponding Equality Objectives
Eliminate discrimination, harassment and victimisation	Objective 3
Advance equality of opportunity between people who share a protected characteristic and those who do not	Objective 1 and 2
Foster good relations between people who share a protected characteristic and those who do not	Objective 1 and 3