Public Sector Equality Duty Statement

Approved by:	People Committee	**Date:** October 2026	
Next review due by:	October 2027		

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Public Sector Equality Duty Statement

1. Introduction

1.1. This document describes how Synergy Multi Academy Trust intends to fulfil its responsibilities under the Public Sector Equality Duty with regard to its workforce.

1.2. The Equality Objectives will normally be part of School Improvement Plans and information will be published on school websites.

2. Due Regard

2.1. Due regard means giving relevant and proportionate consideration to the duty or decision.

2.2. We will have due regard to the need to:

2.2.1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.

2.2.2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

2.2.3. Foster good relations between people who share a protected characteristic and those who do not share it.

3. Collecting and Using Information

3.1. We will collect information to identify key issues in order to:

3.1.1. Understand the impact of our policies, practices and decisions on people with different protected characteristics, and thereby plan them more effectively.

3.1.2. Assess whether we are discriminating unlawfully when carrying out any of our functions.

3.1.3. Identify what the key equality issues are for our Trust.

3.2. We will collect information to assess performance in order to:

3.2.1. Benchmark our performance and processes against those of similar Trusts, nationally or locally.

3.3. We will collect information to take action against discrimination by:

3.3.1. Considering taking steps to meet the needs of staff who share relevant protected characteristics.

3.3.2. Identifying if there are any actions we can take to avoid discrimination and harassment, advance equality of opportunity or foster good relations.

3.3.3. Making informed decisions about policies and practices which are based on evidence about the impact of our activities on equality.

3.3.4. Developing equality objectives to meet specific duties.

3.3.5. Having due regard to the aims of the general equality duty by ensuring that staff have appropriate information for decision-making.

3.4. We will work towards developing an equality profile of employees to help us to understand key equality issues in our workforce, including any evidence of pay gaps or 'occupational segregation' i.e., employees with certain protected characteristics being over-represented in particular roles, for example, women as cleaners, or at certain grades. In addition, we note that it is likely to be useful to collect and consider information, appropriately disaggregated, about:

- Recruitment and promotion
- Numbers of part-time and full-time staff
- Pay and remuneration
- Training
- Return to work of women on maternity leave
- Return to work of disabled employees following sick leave relating to their disability
- Appraisals
- Grievances (including about harassment)
- Disciplinary action (including for harassment)
- Dismissals and other reasons for leaving.

4. Publication of Equality Information

4.1. We will publish relevant, proportionate information which is broad enough to give a full picture of performance across our schools. 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:

4.1.1. 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.

4.1.2. Information about steps taken to have due regard to the aims of the general equality duty. For example, any records we have about how we had due regard in making certain decisions, information that was

considered in that decision-making (including engagement), consideration of steps to mitigate adverse impacts or details of policies to address equality concerns.

4.2. We note that the Equalities and Human Rights Commission would normally expect to see the following information:

4.2.1. The ethnicity, disability, gender and age distribution of our workforce at different grades, and whether they are full or part-time.

4.2.2. An indication of the likely representation on sexual orientation and religion and belief provided that no-one can be identified as a result.

4.2.3. An indication of any issues for transgender staff, based on engagement with transgender staff or equality organisations.

4.2.4. Gender pay gap information.

4.2.5. Information about occupational segregation.

4.2.6. Grievance and dismissal information for people with relevant protected characteristics.

4.2.7. Complaints about discrimination and other prohibited conduct from staff.

4.2.8. Details and feedback of engagement with staff and trade unions.

4.2.9. Quantitative and qualitative research with employees, e.g., staff surveys.

4.2.10. Records of how we have had due regard to the aims of the duty in decision-making with regard to our employment, including any assessments of the impact on equality and any evidence used.

4.2.11. Details of policies and programmes that have been put into place to address equality concerns raised by staff and trade unions.

5. Staffing Information and Equality Objectives

5.1 Staffing Complement of the Trust through the academic year to July 2026

Male	119	22%
Female	418	78%

5.2 Job Application Data of the Trust as through the academic year to July 2026

Applicant Gender		
Female	561	69.1%
Male	244	30%
Non-Binary	3	0.4%
Intersex	0	0
Other	1	0.2%
Prefer not to stay	0	0

Applicant Age		
<20	10	1.2%
20 – 29	183	22.5%
30 – 39	219	27%
40 – 49	182	22.4%
50 – 59	143	17.6%
60 +	41	5%
Prefer not to say	34	4.2%

Sexual Orientation		
Heterosexual/ Straight	731	90%
Prefer not to say	50	6.2%
Bisexual	18	2.2%
Other	8	1%
Lesbian	1	0.1%
Gay	4	0.5%

Religion / Belief		
No religion / belief	354	43.6%
Christian	355	43.7%
Prefer not to say	46	5.7%
Muslim	21	2.6%
Hindu	11	1.4%
Jewish	3	0.4%
Other	17	2.1%
Buddhist	4	0.5%
Sikh	1	0.1%

Cultural / Ethnic Origin		
Any other ethnic group	0	0
Arab	3	0.4%
Asian or Asian British/Chinese	7	0.9%
Asian or Asian British/Indian	19	2.3%
Asian or Asian British/Other	5	0.6%
Asian or Asian British/Pakistani	9	1.1%
Black or Black British/African	49	6%
Black or Black British/Caribbean	0	0

Mixed/Other	4	0.5%
Mixed/White and Asian	2	0.2%
Mixed/White and Black African	9	1.1%
Mixed/White and Black Caribbean	3	0.4%
Prefer not to say	7	0.9%
White/British	654	80.5%
White/Irish	6	0.7%
White/Other	33	4.1%
Asian or Asian British Bangladeshi	9	1.1%

Health Problem or Disability		
No	767	90.8%
Yes	57	7.06%
Prefer not to say	18	2.2%

5.3 Equality Objectives

The Trust employment policies are reviewed and updated to reflect additional initiatives and legislation changes. Improved collection and analysis of equality, diversity and inclusion data. The Trust will also consider and implement additional learning opportunities where relevant.