

Equality Duties Policy



MARINE ACADEMY PLYMOUTH POLICIES

VERSION CONTROL SHEET

**POLICY NAME: Equality Duties Policy**

**Policy Prepared by: Sonia**

<b>Document date</b>	<b>Filename</b>	<b>Mtg submitted</b>	<b>Summary of changes required</b>
06-04-12			New policy

### Equality Statement

#### Legal Duties

As a college we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We understand the principle of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

A protected characteristic under the act covers the groups listed below:

- Age (for employees not for service provision)
- Disability
- Ethnicity
- Gender
- Gender reassignment
- Maternity and pregnancy
- Religion and belief, and
- Sexual identity
- Marriage and civil partnership (for employees)

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties. These are to;

- Publish equality information – to demonstrate compliance with the general duty across its functions
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a college. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

We also welcome our duty on the Education and Inspections Act 2006 to promote community cohesion.

## Core Statements:

In fulfilling our legal obligations we will be guided by seven core statements:

1. All learners are of equal value
2. We recognize, welcome and respect diversity
3. We foster positive attitudes and relationships, and a shared sense of belonging.
4. We observe good equalities practice, including staff recruitment, retention and development.
5. We aim to reduce and remove existing inequalities and barriers
6. We consult and involve widely.
7. We strive to ensure that society will benefit.

## Addressing prejudice related incidents

This school is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fare less well in the education system. We provide both our pupils and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we will address them immediately. We will continue with our existing practice that all incidents of prejudice related discrimination will be reported to the Principal.

## Responsibility

We believe that promoting Equality is the responsibility of everyone in the college community:

Person	Responsibility
Governing Body	Involving and engaging the whole college community in identifying and understanding equality barriers and in the setting of objectives to address these. The Governing Body will also agree the Equality statement and objectives.
Principal	As above plus promoting key messages to staff, parents and pupils about equality and what is expected of them and can be expected from the school in carrying out its day to day duties. Ensuring that the whole college receives adequate training to meet the need of delivery equality, including pupil

	awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
SLT	To support the Principal as above plus ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibilities to record and report prejudice related incidents.
Teaching staff	Help in delivering the right outcomes for pupils. Uphold the commitment made to pupils and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Support staff	Support the college and the governing body in delivering a fair and equitable service to all its stakeholders. Uphold the commitment made by the Principal on how pupils and parents/carers can be expected to be treated. Support colleagues within the college community. Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Parents	Take an active part in identifying barriers for the college community and informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment given to the college community in tackling inequality and achieving equality of opportunity for all.
Pupils	Support the college to achieve the commitment made to tackling inequality. Uphold the commitment made by the Principal on how pupils and parents/carers, staff and the wider college community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the college community and in informing the governing body of actions that can be taken to eradicate these. Take an active role in supporting and challenging the school to achieve the commitment made to the college in tackling inequality and achieving equality of opportunity for all.

MARINE ACADEMY EQUALITY WORKFORCE PROFILE	 <p>MARINE ACADEMY PLYMOUTH</p> <p>the university school</p>
--	---

**CONTENTS:**

**PART 1 – Introduction**

**PART 2 – Workforce Profile**

**PART 3 – Recruitment and Turnover**

### PART 1 – INTRODUCTION

All public sector employers, including schools with more than 150 employees have a statutory duty under the Equality Act (2010) to publish relevant data to demonstrate compliance with the Public Sector Equality Duty. This report is available to members of the public through the Schools website.

The information within this report provides an analysis of The Marine Academy's workforce profile and the impact of its employment practices on its employees. This data is in line with our statutory duty to:

- monitor the profile of our workforce
- analyse how this is reflected in the retention, deployment and development of our employees
- publish the relevant data on a regular basis
- identify any negative trends or issues and take action to address these.

The data represents the whole workforce and has not been separated into departments.

Data Collection and Definitions	
Time frame:	as at February 2012
Who's included:	Permanent and fixed term contracts Teachers School support staff Apprentices
Who's not included:	Agency employees Casuals
Protected Characteristics:	Age Disabled status Ethnicity Gender Maternity/pregnancy Religion/belief Sexual orientation Transgender
Data collected via	Equality Monitoring Forms Payroll data
Headcount	175

If a category contains declared information this is too small to provide statistically valid or meaningful percentages none are given or the results have been merged.

## PART 2 – WORKFORCE PROFILE 2011

### Part 2 Section 1: Overall Workforce

The total number of people who work for the Marine Academy as at February 2012 was:

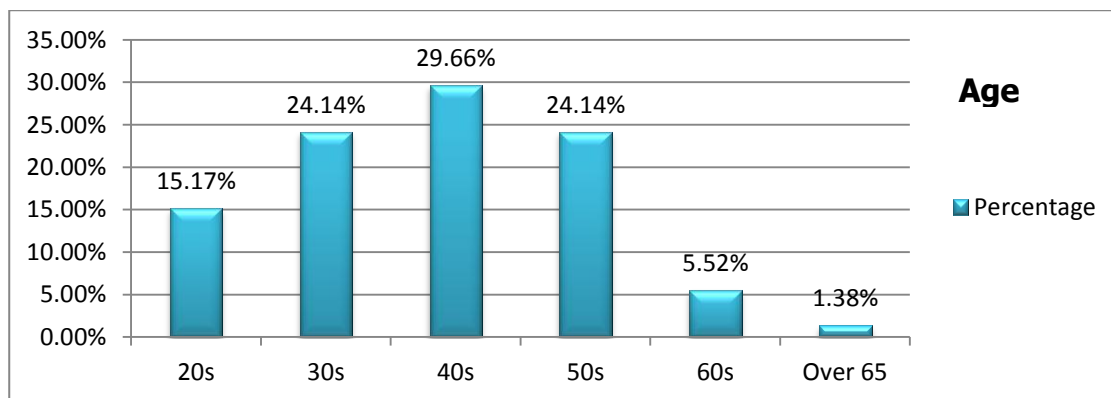
**175 of which 146 responded to the Equality Questionnaire.**

Equal Pay: All positions have been subject to Job Evaluation to ensure equality of pay.

### Part 2 Section 2: Protected Characteristics Profile

#### Age Distribution

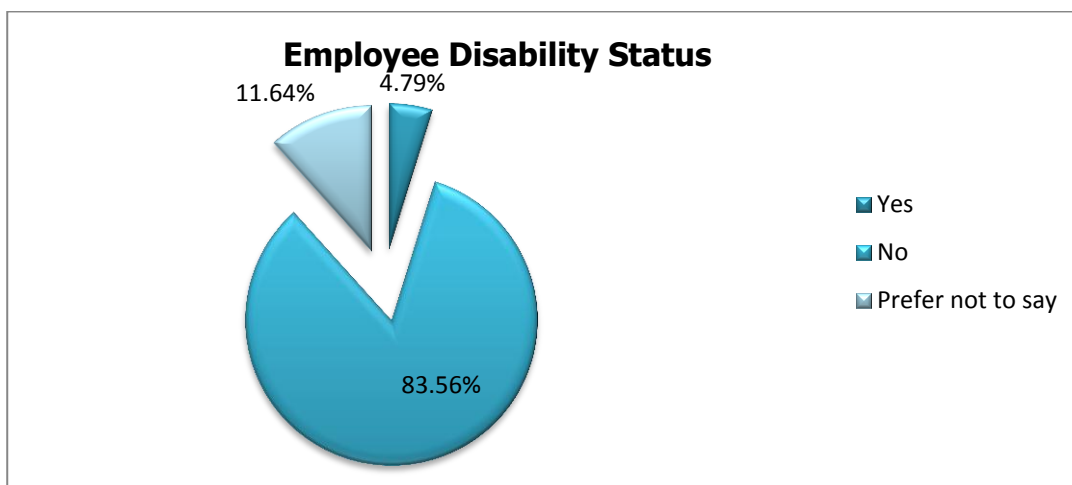
Age	Number of employees	Percentage
20s	22	15.17%
30s	36	24.14%
40s	43	29.66%
50s	35	24.14%
60s	8	5.52%
Over 65	2	1.38%
<b>Grand Total</b>	<b>146</b>	<b>100.00%</b>





## Disability distribution

Disabled	Count of Disability	Percentage
Yes	7	4.79%
No	122	83.56%
Prefer not to say	17	11.64%
<b>Grand Total</b>	<b>146</b>	<b>100.00%</b>

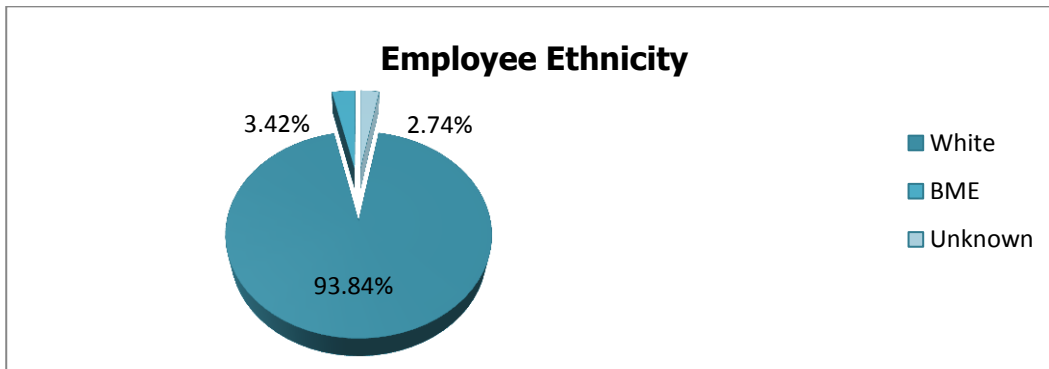


## Marine Academy Plymouth

### Ethnicity

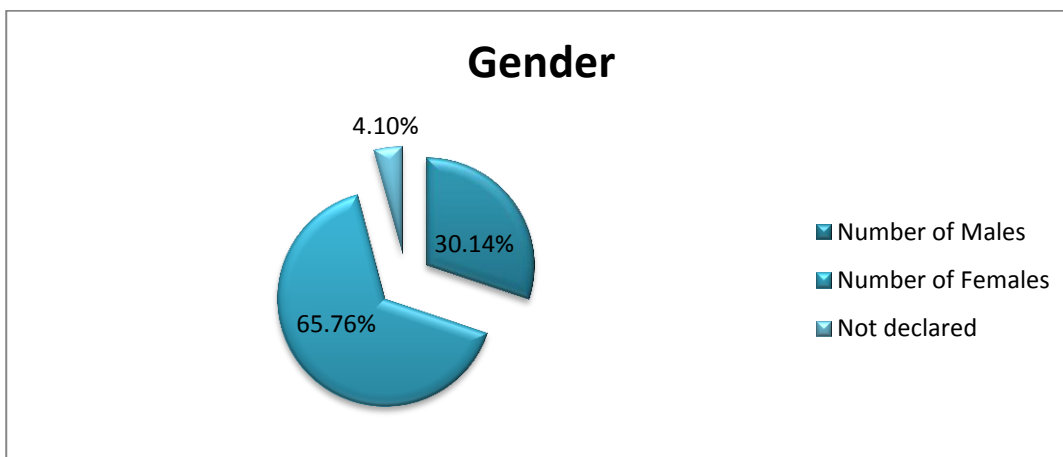
Ethnic origin	Total Ethnicity	Percentage
<b>White</b>		
White British	132	90.41%
White Irish	1	0.69%
White Other	4	2.76%
<b>White Total</b>	<b>137</b>	<b>93.84%</b>
<b>BME</b>		
Mixed: White & Black Caribbean	0	0.00%
Mixed: White & Black African	0	0.00%
Mixed: White & Asian	2	1.38%
Mixed: Other	0	0.00%
Asian: Bangladeshi	0	0.00%
Asian: Indian	1	0.69%
Asian: Pakistani	0	0.00%
Asian: Other	0	0.00%
Black: African	0	0.00%
Black: Caribbean	0	0.00%
Black: Other	2	1.38%
Chinese	0	0.00%
<b>BME Total</b>	<b>5</b>	<b>3.42%</b>
<b>Unknown</b>		
Non declared	4	2.74%
<b>Unknown Total</b>	<b>4</b>	<b>2.74%</b>
<b>Grand Total</b>	<b>146</b>	<b>100.00%</b>

## Marine Academy Plymouth



### Gender

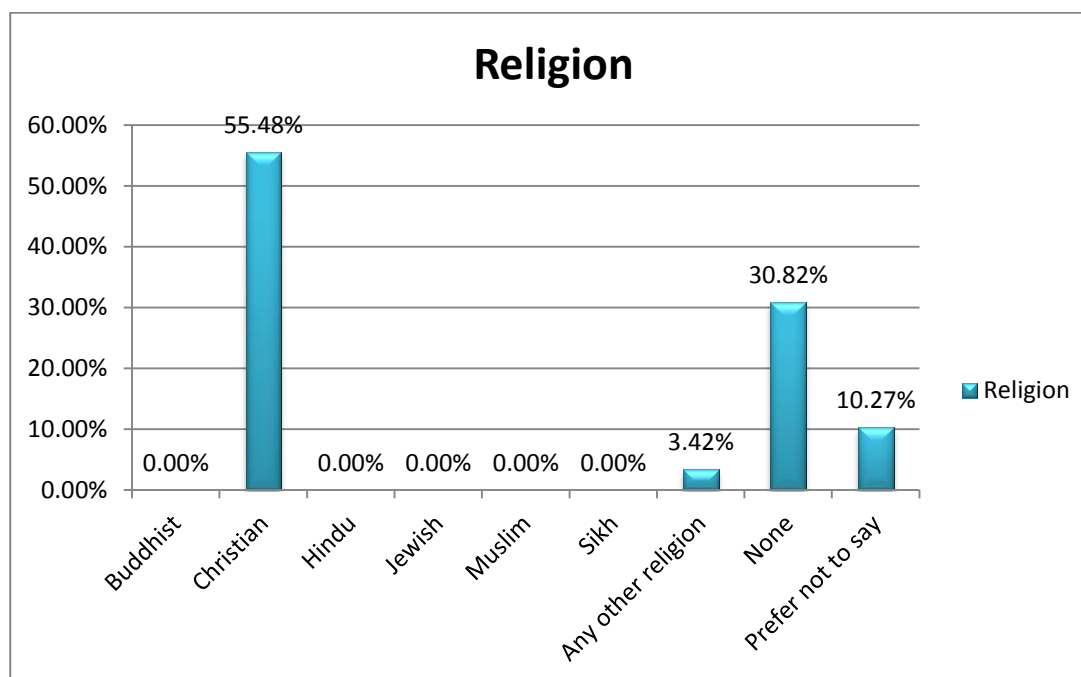
Gender	Total	Percentage
Number of Males	44	30.14%
Number of Females	96	65.76%
Not declared	6	4.10%
Grand Total	146	100%



## Marine Academy Plymouth

### Religion/belief

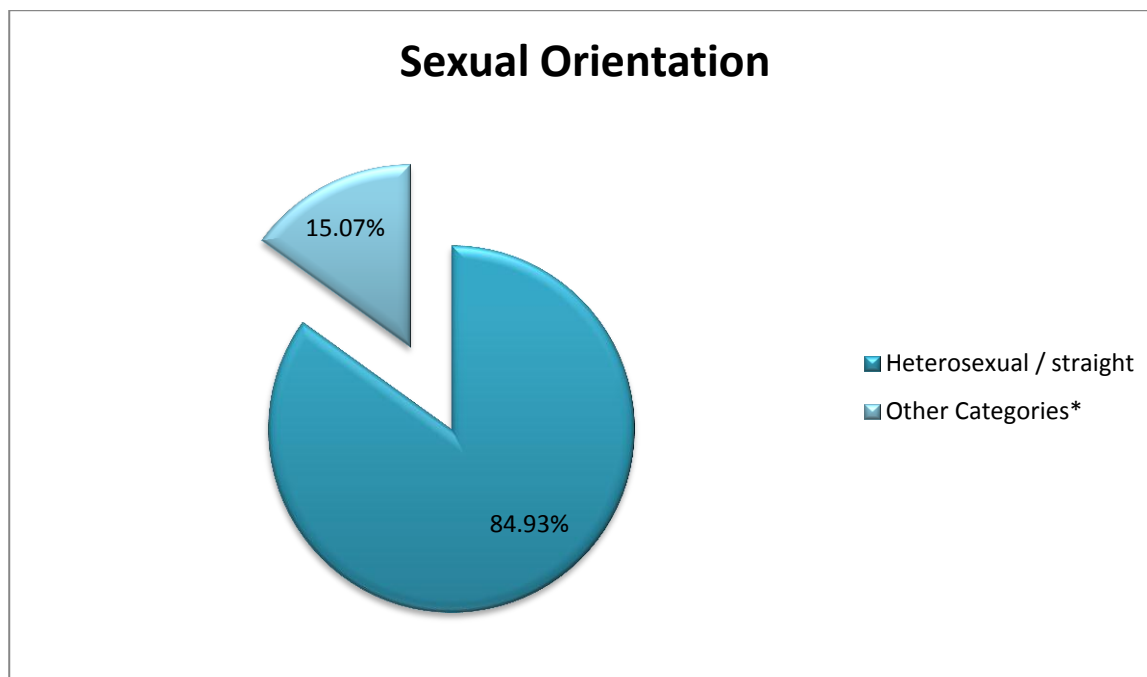
Religion	Count of Religion	Percentage
Buddhist	0	0.00%
Christian	81	55.48%
Hindu	0	0.00%
Jewish	0	0.00%
Muslim	0	0.00%
Sikh	0	0.00%
Any other religion	5	3.42%
None	45	30.82%
Prefer not to say	15	10.27%
<b>Grand Total</b>	<b>146</b>	<b>100.00%</b>



## Sexual Orientation

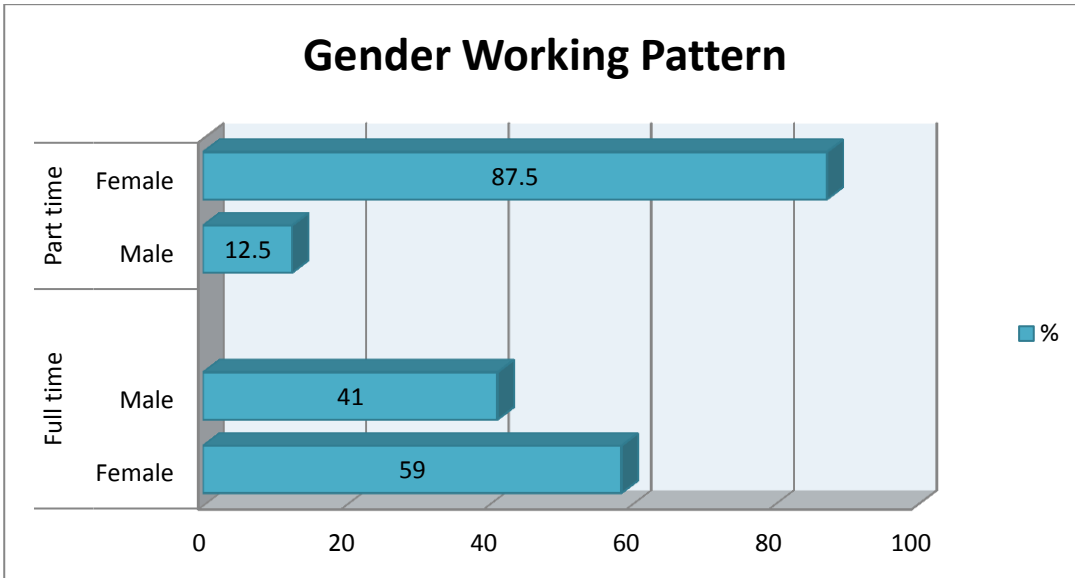
Sexual Orientation	Count	Percentage
Heterosexual / straight	124	84.93%
Other Categories*	22	15.07%
<b>Total</b>	<b>146</b>	<b>100.00%</b>

\*We monitor this characteristic, but the results contain information which is too small to publish, we have therefore merged results.

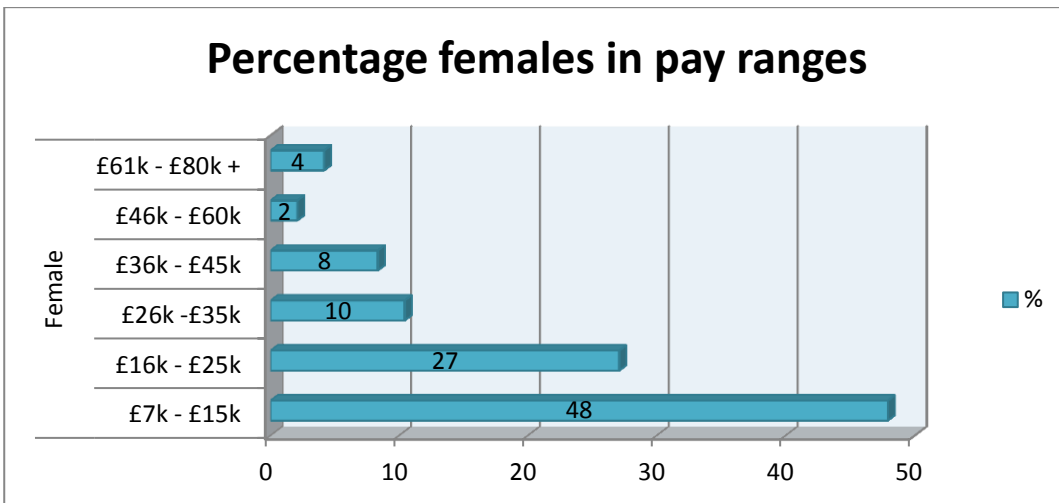


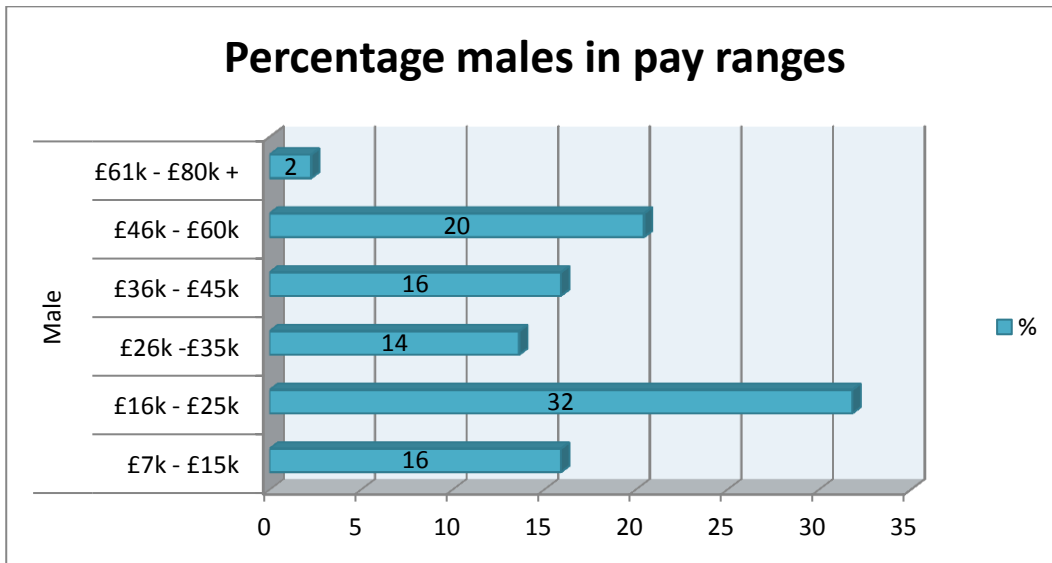
Working pattern and gender

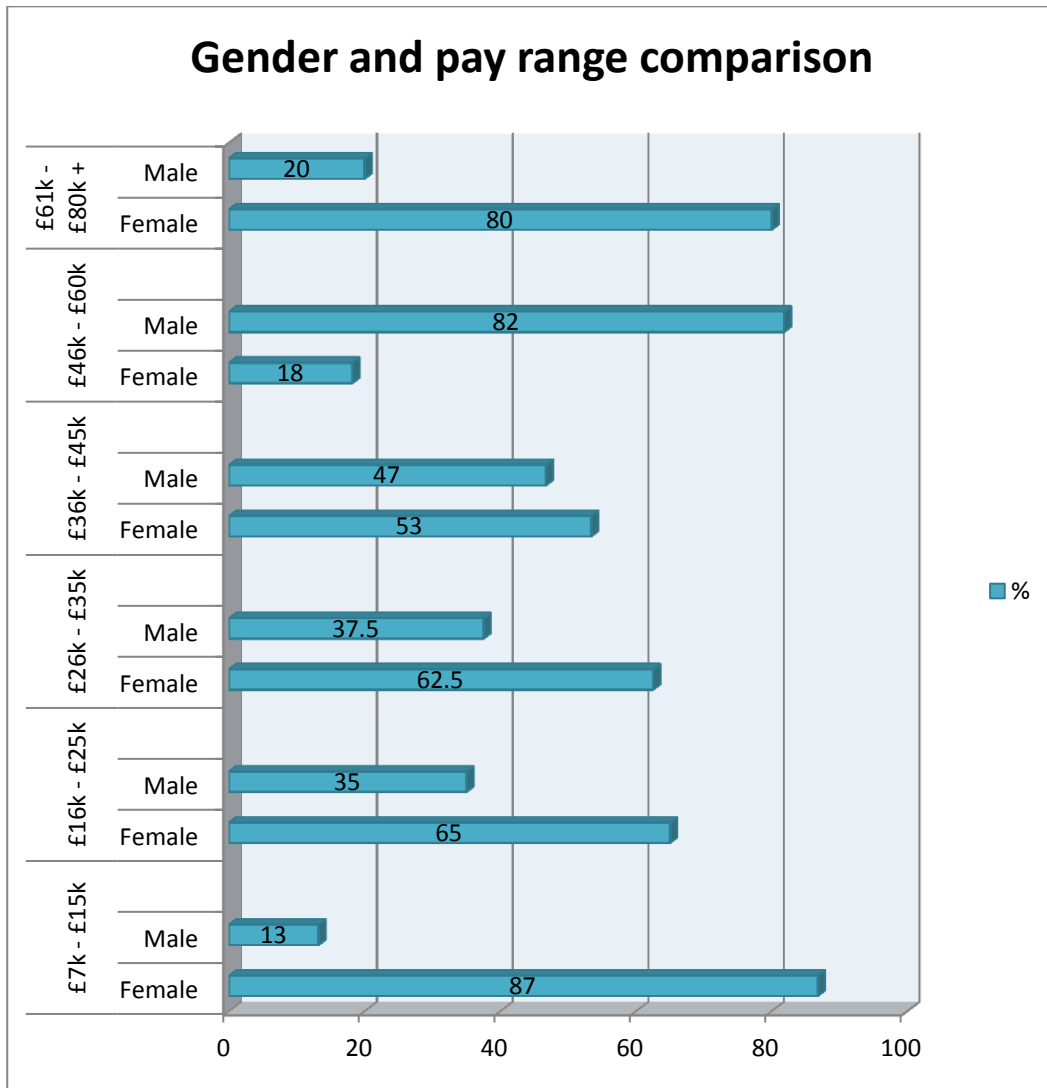
Male/Female working pattern



Gender pay gap – gender and pay distribution







Number of grievance and dismissal information for people with relevant protected characteristics – **None**

Policies and programmes that have been put into place to address equality concerns raised by staff and trade unions. – **Equality Policy**

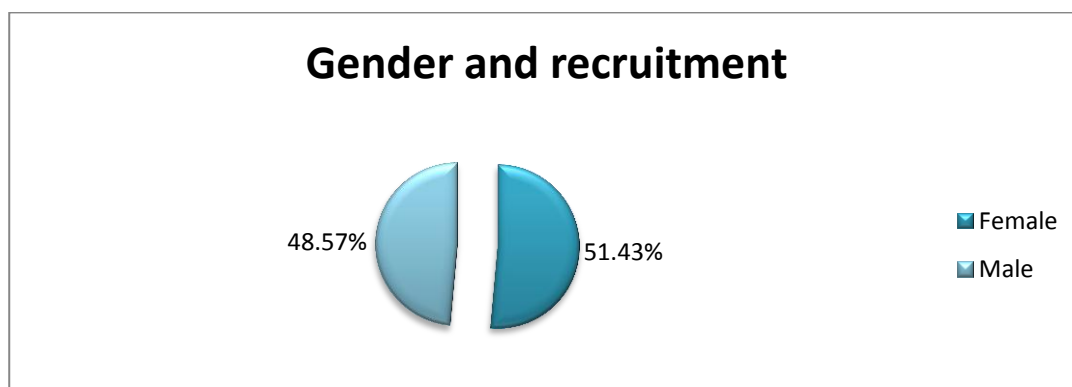
Details and feedback of engagement with staff and trade unions – **Regular meetings with unions**



## PART 3 – RECRUITMENT AND TURNOVER

### Recruitment

Gender	Count of Starters	Percentage of Total
Female	18	51.43%
Male	17	48.57%
<b>Grand Total</b>	<b>35</b>	<b>100.00%</b>



### Turnover

Gender	Count of leavers	Percentage of Total
Female	25	56.82%
Male	19	43.18%
<b>Grand Total</b>	<b>44</b>	<b>100.00%</b>