

CMAT EQUALITY INFORMATION REPORT DECEMBER 2021

*A thriving family of
schools who work
together to celebrate
differences, and
support each other in
pursuit of excellence.*

DOCUMENT CONTROL

This document has been approved for operation within:	Chancery Trust and all schools.		
Responsible Officer:	Governance and Compliance Lead		
Approved by:	CEO		
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Review period:	1 Year	Version:	1

Summary of changes within this version

This is the first version of this document which will be published on the Chancery website.

1. Context

The three 'aims' of the general equality duty are to:

- 1.** Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- 2.** Advance equality of opportunity between people who share a characteristic and those who don't.
- 3.** Foster good relations between people who share a characteristic and those who don't

The nine protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Religion and belief
- Race
- Sex
- Sexual orientation
- Marriage/civil partnership status

2. Requirements

Schools must publish information at least annually to show that they have consciously thought about the three aims of the Equality Duty as part of the process of decision-making process. This must include:

- Information relating to people affected by the school's policies and procedures (such as pupils) who share protected characteristics;
- Information relating to employees who share protected characteristics (for public bodies with 150 or more employees). Although schools with fewer than 150 employees are exempt from publishing part of this information, they should carry out an equality analysis and develop objectives relating to their workforce, and this should be published.

3. Pupil Characteristics

All schools are responsible for reporting pupil data to the Trust following the autumn census.

In schools, the protected characteristics of Age and Marriage/civil partnership status are not applicable. Information on Gender reassignment, Sexual orientation and Pregnancy and maternity is not collected.

We have suppressed data where fewer than five pupils share this characteristic to preserve the anonymity of those pupils (marked "S").

1.1 Gender

GENDER	No.	%
Boys	602	51.8
Girls	561	48.2
Total	1163	100.0

1.2 Disability

SEND STATUS	No.	%
Education Health Care Plan (EHCP)	30	2.6
School Support	88	7.6
First Concerns	67	5.8
None	978	84.1
Total	1163	100.0

1.3 Race

ETHNICITY	No.	%
Any other mixed background	13	1.1
Any other ethnic background	S	S
Any other Asian background	S	S
Any other White background	18	1.6
Bangladeshi	S	S
Chinese	S	S
Indian	S	S
Information Not Yet Obtained	6	0.5
Pakistani	S	S
Traveller of Irish heritage	S	S
White - British	1079	92.8
White - Irish	S	S
White and Asian	15	1.3
White and Black African	S	S
White and Black Caribbean	18	1.6
Total	1163	100.0

4. Staff Characteristics

All schools are responsible for reporting staff data to the Trust following the School Workforce Census.

Information on Marriage/civil partnership status, Gender reassignment, Sexual orientation and Pregnancy and maternity is not collected.

We have suppressed data where fewer than five staff share this characteristic to preserve the anonymity of those people (marked "S").

2.1 Gender

GENDER	No.	%
Male	21	11.5
Female	162	88.5
Total	183	100.0

2.2 Age

AGE	No.	%
< 24	14	7.7
25-34	36	19.7
35-44	44	24.0
45-54	56	30.6
55-64	30	16.4
>65	S	S
Total	183	100.0

2.3 Race

ETHNICITY	No.	%
White British	181	98.9
White Other	S	S
Total	183	100.0

2.4 Disability

DISABILITY	No.	%
Disability	S	S
No disability	182	99.5
Total	183	100.0