

Public Sector Equality Duty (PSED) Objectives

Updated November 2023

The Equality Act 2010 introduced a single Public Sector Equality Duty (PSED) that applies to public bodies, including schools, and extends to certain protected characteristics – race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment. The combined equality duty came into effect in April 2011.

Penk Valley Academy Trust ensures that it is compliant to the PSED by showing ‘due regard’ to equality considerations whenever significant decisions are being made or policies are written/amended.

To achieve the PSED we have four objectives.

Objective 1

Have in place a reasonable adjustment agreement for all staff with disabilities by April 2024, to meet their needs better and ensure that any disadvantages they experience are addressed.

Responsible Officer: HR Manager

Monitored by: Personnel Committee

Why we have chosen this objective:

- To ensure that no member of staff with a disability is disadvantaged and no assumptions about staff with disabilities are made without the full involvement of the staff member.

To achieve this objective, we plan to:

- Identify all staff with disabilities and privately conduct individual adjustment meetings with them by March 2024, where these adjustments are not already in place.
 - To ensure any adjustments agreed are put in place by April 2024.
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Objective 2

Report on the Gender Pay Gap to the board of trustees on an annual basis, putting in place an action plan to address any concerns or aspirations identified.

Responsible Officer: Chief Finance Officer

Monitored by: Board of Trustees, Personnel Committee

Why we have chosen this objective:

- To ensure that all staff have equal pay opportunities.

To achieve this objective, we plan to:

- Identify changes in trends, by comparison with our own previous data and national data for the education sector, to ensure that the gender pay gap narrows if possible.

Objective 3

Train all members of staff, governors and trustees involved in recruitment and selection on equal opportunities and non-discrimination by July 2024. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.

Responsible Officer: HR Manager

Monitored by: Personnel Committee

Why we have chosen this objective:

- To ensure that equal opportunities and non-discrimination is upheld thoroughly throughout all recruitment processes and to equip staff with the tools they need to challenge others displaying discriminatory behaviours.

To achieve this objective, we plan to:

- Procure a training package and roll this out to all staff, governors and trustees that would ever be involved in a recruitment process.
- To ensure that the recruitment of non-paid roles such as volunteers, governors and trustees are conducted in this manner and carried out by staff trained in equal opportunities and non-discrimination.

Objective 4

Sign up to Level 1 of the government's Disability Confident Employer Scheme by September 2021, to help address the under-representation of people with disabilities in the school workforce, with an aspiration to achieve Level 2 – Disability Confident Employer status by July 2024.

Responsible Officers: HR Manager and Chief Finance Officer

Monitored by: Personnel Committee

Why we have chosen this objective:

- To ensure people with disabilities see us as an employer of choice and to encourage applications from them to all roles.

To achieve this objective, we plan to:

- Apply for Level 1 – Disability Confident Committed by September 2021.
- Work towards achieving Level 2 – Disability Confident Employer by July 2024.
- More information on the Disability Confident Employer Scheme can be found here <https://www.gov.uk/guidance/disability-confident-how-to-sign-up-to-the-employer-scheme>