

PENRICE ACADEMY – STAFF POLICY

EQUAL OPPORTUNITIES POLICY

Adopted by the Governing Body on	22 March 2012
Review date:	Spring Term 2014

At Penrice Academy our vision is:

- For every student to feel valued for who they are, so they can grow and flourish into confident, successful adults
- For every student to have no barriers to opportunity, achievement, success or enjoyment
- For all our families to feel valued and their diversity recognised and celebrated
- That our wider community benefits from the work of the school, building on the values of community cohesion

The Equality Act 2010 introduced a new Public Sector Equality Duty that was brought into effect in April 2011. The general duty requires all public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act further explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Specific Duties

The two specific duties within the Public Sector Equality Duty require all public bodies to:

- Publish information that shows how they have complied with the Equality Duty by 6 April 2012
- Set equality objectives for the organisation by 6 April 2012

Showing Compliance

We publish the following information on our website to demonstrate our compliance with the Equality Duty:

- Academies conversion equality impact assessment
- Admission policy
- Behaviour policy

Concerns and Complaints policy
 Anti bullying policy
 Equal opportunity policy
 Accessibility policy

We annually report to our Governors and Academy Trust:

- the progress of different groups of students using data from RAISEONLINE.
- attendance and behaviour information for students with protected characteristics
- a workforce profile
- complaints and concerns
- information on incidents of reported bullying by protected characteristics.
- Single equalities Action plan

This ensures we consider how our actions affect students and staff with different protected characteristics.

We annually publish:

- a workforce profile that includes information about the make-up of our workforce
- information on the progress and behaviour of different groups of students

Equality objectives

To raise the attainment of boys above national averages

To raise the attainment of girls above national averages

Work Force Profile

Penrice Community School is located on the southern edge of St Austell and draws from the city's population plus the relatively rural villages to the west and to the north coast. As a popular and over-subscribed school, it also draws students from a wider area.

The profile of our current, staffing and Governors (March 2012) is represented in the table below:

Staff group	Male total (%)	Female total (%)	Ethnic minority (not white) Total (%)	Registered Disabled Total (%)
Teaching staff	32 (37.2%)	54 (62.8%)	0	0
Support staff	30 (29.2%)	73 (70.8%)	0	0
Governors	9 (60%)	6 (40%)	n/a	n/a
Total (%)	71 (34.8%)	133 (65.2%)	n/a	n/a

Staff	20-24 Total (%)	25-44 Total (%)	45-59 Total (%)	60-64 Total (%)	65-79 Total (%)
	10 (5.3%)	85 (45%)	75 (39.7%)	11 (5.9%)	8 (4.2%)