



CMAT EQUALITY INFORMATION REPORT DECEMBER 2023

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:	2

Summary of changes within this version

There are no changes to this version.

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	688	50.1
Girls	685	49.9
Total	1373	100.0

1.2 Disability

SEND STATUS	No.	%
Education Health Care Plan (EHCP)	63	4.6
School Support	142	10.3
First Concerns	18	1.3
None	1150	83.8
Total	1373	100.0

1.3 Race

ETHNICITY	No.	%
Any other mixed background	19	1.4
Any other ethnic background	S	S
Any other Asian background	S	S
Any other White background	38	2.8
Any other Black background	S	S
Bangladeshi	S	S
Black - African	S	S
Chinese	10	0.7
Indian	S	S
Information Not Yet Obtained	5	0.4
Pakistani	S	S
Traveller of Irish heritage	S	S
White - British	1233	89.8
White - Irish	S	S
White and Asian	20	1.5
White and Black African	5	0.4
White and Black Caribbean	20	1.5
Black Carribean	S	S
Refused	6	0.4
Total	1373	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	23	10.2
Female	202	89.8
Total	225	100.0

2.2 Age

AGE	No.	%
< 24	10	4.4
25-34	45	20.0
35-44	51	22.7
45-54	80	35.6
55-64	35	15.6
>65	S	S
Total	225	100.0

2.3 Race

ETHNICITY	No.	%
White British	202	89.8
White Other	S	S
Bangladeshi	S	S
Chinese	S	S
Not collected	16	7.1
Total	225	100.0

2.4 Disability

DISABILITY	No.	%
Disability	S	S
No disability	206	91.6
Prefer not to say	S	S
Not collected	16	7.1
Total	225	100.0