

CLPT Equality Objectives 2015-2017

Equality objective 1	Equality objective 2	Equality objective 3
<p>Engender a high level of public confidence in the CLPT's commitment to equality and diversity by :</p> <ul style="list-style-type: none"> a) The Trust and the leadership in schools committing publicly to improving equality outcomes. b) Ensuring all recruitment and employment processes are based on good equalities practice. 	<p>Ensure that CLPT can deliver on the Trusts commitment to equality by enhancing employees understanding of, and confidence about, equalities.</p>	<p>Developing systems to collect and analyse equalities data/intelligence about our workforce to assess whether we are able to meet the diverse needs of the children, young people and families we serve.</p>

Equality objective 1a: Engender a high level of public confidence in the CLPT's commitment to equality and diversity, by the Trust and leadership committing publically to improving Equality outcomes. This can be achieved by:

<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Measurable outcomes</i>	<i>Monitoring</i>	<i>RAG rating</i>
(i) Review the CLPTs Equality Policy Statement and display the revised statement in prominent areas in schools.	Trust Board	Summer term 2016	Approved by Trust Board and displayed in schools	CLPT Audit & Risk Committee	
(ii) Having an area on the CLPT and Schools' websites which displays CLPT Equalities Target and Objectives	CEO	Summer term 2016	Websites Updated	CLPT Audit and Risk Committee	

Equality objective 1b: engender a high level of public confidence in the CLPT's commitment to equality and diversity by ensuring recruitment and employment processes are based on good equalities practice. This can be achieved by:

<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Measurable outcomes</i>	<i>Monitoring</i>	<i>RAG rating</i>
(i) Staff involved in recruitment to have update training on equality and diversity	Headteachers Operations Director	Ongoing	☑ All staff involved in recruitment to have update training.	CLPT Audit & Risk Committee	
(ii) Maintain pay equality and conduct equal pay audits.	Operations Director Finance Director	Spring 2017 Process commenced 2015 for Non classroom based Associate Staff Remaining posts completed by Autumn 2016	Approval of Associate Staff Pay Policy Employees are not disadvantaged financially by their gender, race or other equality factors	CLPT Audit & Risk Committee	

(iii) Develop CLPT performance management process for Associate Staff.	Operations Director Finance Director	Autumn Term 2016	Formal Performance Management process agreed by unions and implemented across the Trust's schools.	CLPT Audit & Risk Committee	
(iv) Ensure all recruitment and employment processes are in line with equality requirements	Operations Director/Payroll Manager	Summer Term 2016	Annual review of processes and compliance reported to Audit & Risk Committee as part of Risk Management process	CLPT Audit & Risk Committee	

Equality objective 2: ensure CLPT can deliver on the Trust's commitment to equality by enhancing employees' understanding of, and confidence about, equalities, so they can deliver improved equality outcomes. This can be achieved by:

<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Measurable outcomes</i>	<i>Monitoring</i>	<i>RAG rating</i>
(i) Provide awareness training for all staff on equalities and diversity issues including training for those involved in recruitment.	Headteachers/ Operations Director	Summer 2017	All employees to have completed training.	CLPT Audit & Risk Committee	
(iii) Leaders to participate in external equalities awareness events and to include Equalities awareness in in house CPD	Leaders	Ongoing	Staff briefings to include feedback from leaders attending events. CPD to include Equalities updates	CLPT Audit & Risk Committee	

Equality objective 3: Develop systems to collect and analyse equalities data/intelligence about our workforce to assess whether we are able to meet the diverse needs of the children, young people and families we serve.

<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Measurable outcomes</i>	<i>Monitoring</i>	<i>RAG rating</i>
(i) Review and develop systems to collect equality data on the workforce to ensure that CLPT has accurate and up to date information on protected characteristics and its workforce/applicants.	Payroll Manager Operations Director Finance Director	Autumn 2016	Analysis of existing processes and identification of requirements for collection of data	CLPT Audit & Risk Committee	
(ii) Undertake analysis of equality data. Trust Board to consider outcomes and determine actions/targets.	Payroll Manager CEO	Spring Term 2017 Summer 2017		CLPT Audit & Risk Committee	

