

Public Sector Equality Duty statement

June 2022

Introduction to the equality duty

The public sector duty is made up of a general equality duty, supported by specific duties. The general equality duty is set out in section 149 of the Equality Act 2010 and the specific duties are created by secondary legislation.

The Federation is subject to this duty as it falls into the category “The governing body of an institution in England within the higher education sector” in Schedule 19 of the Act.

The general equality duty

Those subject to the duty, including Universities, must in the exercise of their functions have due regard to the need to:

- Eliminate unlawful discrimination, harassment and 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 people who do not.

Meeting the second aim involves having regard to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encourage people with certain protected characteristics to participate in public life, or in other activities where their participation is disproportionately low.

The specific duties

Secondary legislation requires authorities to:

1. Publish gender pay gap information if they have 250 or more employees.
2. Publish information to demonstrate their compliance with the general equality duty annually, including information related to employees and people affected by their policies and practices. The requirement to publish information regarding employees only applies to authorities with 150 more more employees.
3. Publish one or more specific and measurable objectives they think they need to achieve to further the aims of the general equality duty every four years.

Information must be published on the authority’s website.

Protected characteristics

The general equality duty covers the following protected characteristics: age (including children and young people), disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

2020-21 compliance

Those affected by our policies and procedures are the students and academic staff of the Federation. There are fewer than 150 employees and so the Federation is below the threshold for reporting information on employees.

Aim 1) Eliminating unlawful discrimination, harassment and victimisation

- A staff development session provided tools and concepts for diversifying and decolonising the curriculum
- Use of accessible teaching rooms
- Providing transcription of Zoom lectures on request
- Using a template Powerpoint presentation which is formatted according to the British Dyslexia Association guidelines
- Staff training in induction for presenting materials accessibly and for giving help with assignments

Aim 2) Advancing equality of opportunity between people who share a protected characteristic and people who do not share it

- Several module leaders have invited minority ethnic or non-Western guest speakers to their sessions, so that a wider variety of voices are heard in the classroom
- Introduced a new version of a Theology and Race Common Awards module
- Feminist, womanist and queer biblical interpretation topics included in modules.

Aim 3) Fostering good relations between people who share a protected characteristic and people who do not share it

- Reviewed bibliographies so that from 2022-2023, all CTF Common Awards module bibliographies must not be all white or all male
- Federation worship includes a service for Black History Month and an observance of Holocaust Memorial Day annually

Information relating to employees who share protected characteristics

Not reportable as we have fewer than 150 employees.

Information relating to people who are affected by the public body's policies and practices who share protected characteristics

2021-22 students (308)

- 24% of CTF students have UK Minority ethnicity, compared with 29% in all universities and 15% of the UK population.
- 76% have British nationality, compared with 85% nationally. However, only 5% of Common Awards students have a non-British nationality.
- 14% have declared a disability, compared with 15% in all universities and 22% nationally.
- 48% are female, compared with 57% in all universities and 51% nationally.
- 44% of Common Awards students are female, compared with 55% of Church of England ordinands.
- 12% who declared their sexuality are LGBTQ+, compared with 10% in all universities and 6% nationally.
- 99% students who declared their gender identity have the same as their gender at birth, the same percentage as in all universities.
- The median age of our students is 42, compared with 40 nationally. Only two students are under 21, compared with 46% across all universities.

2021-22 academic staff (78)

- 5% of academic staff have UK Minority Ethnicity, compared with 15% of the UK population.
- 34% have non-British nationality compared with 15% of the general population.
- 9% have declared a disability, compared with 22% nationally
- 44% are female, compared with 51% nationally.
- 6% who declared their sexuality are LGBTQ+, the same percentage as nationally.
- All academic staff who declared their gender identity have the same as their gender at birth.

Our objective(s) to enable us to further the three aims of the Equality Duty (Sept 2022 – Aug 2026)

- Ensure 90% + response rates to EDI data from staff and students annually
- Ensure no taught modules have reading lists that are all male or all white for the 2023/24 academic year