**Equalities Data report – Year end 31 March 2019**

The system used to collect employment and training data continues to be updated to close gaps and provide more detailed and relevant information. In addition, employees are not required to provide information; work is ongoing to encourage employees to update their details.

Note: Data includes all school staff including teachers

Workforce Profile – Gender and Working pattern

Count of User Employee Person Type	Gender		
Employment category	Female	Male	Grand Total
Permanent - full time	2006	2308	4314
Permanent - job share	70	6	76
Permanent - part time	2776	339	3115
Temporary - full time	561	367	928
Temporary - job share	5	1	6
Temporary - part time	1960	229	2189
Grand Total	7378	3250	10628

Age Profile by Gender
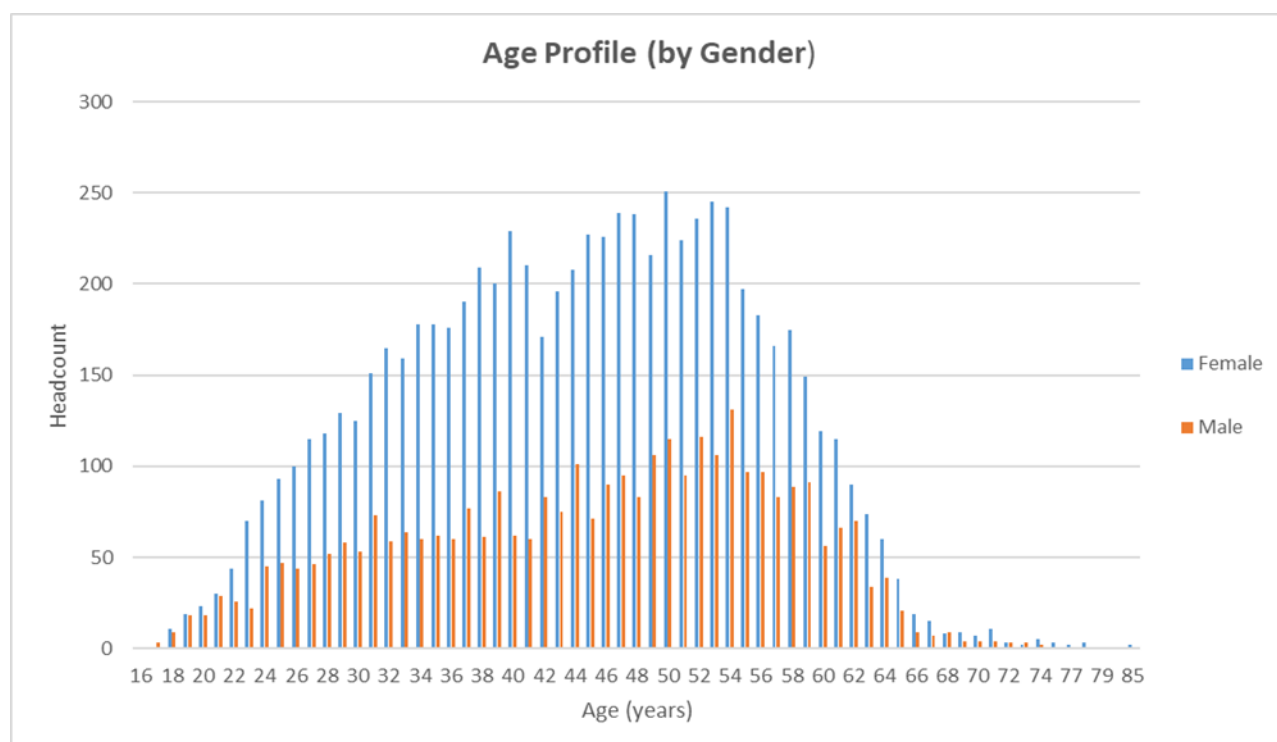
Leavers by Gender

Count of Employee Number	Gender		
Termination Reason	Female	Male	Grand Total
Deceased	7	2	9
Dismissed - Absence		1	1
Dismissed - Capability		1	1
Dismissed - Gross Misconduct	2	5	7
Dismissed - Health Capability	18	7	25
Dismissed - Misconduct	1		1
Dismissed - Other		1	1
Dismissed - Probation	4	2	6
End of Apprenticeship	1	2	3
End of Fixed-Term Contract	73	32	105
End of Temporary Contract	161	97	258
End of Traineeship	1		1
ERVR - Early Retirement/Voluntary Redundancy	12	4	16
Frustration of Contract	4	2	6
Gross Misconduct	1		1
Other	41	18	59
Promotion	1		1
Redundancy	27	8	35
Redundancy - Compulsory	27	9	36
Resigned	408	149	557
Resigned - Whilst Under Investigation	2	1	3
Resigned 55+	15	33	48
Resigned 60+	8	2	10
Retirement	8		8
Retirement - Early	17	5	22
Retirement - ER/VR (Teachers)	8	2	10
Retirement - Ill Health	18	12	30
Retirement 65+	4	5	9
TUPE Transfer	82	84	166
Voluntary Redundancy	74	20	94
Grand Total	1025	504	1529

Leavers by Age / Gender
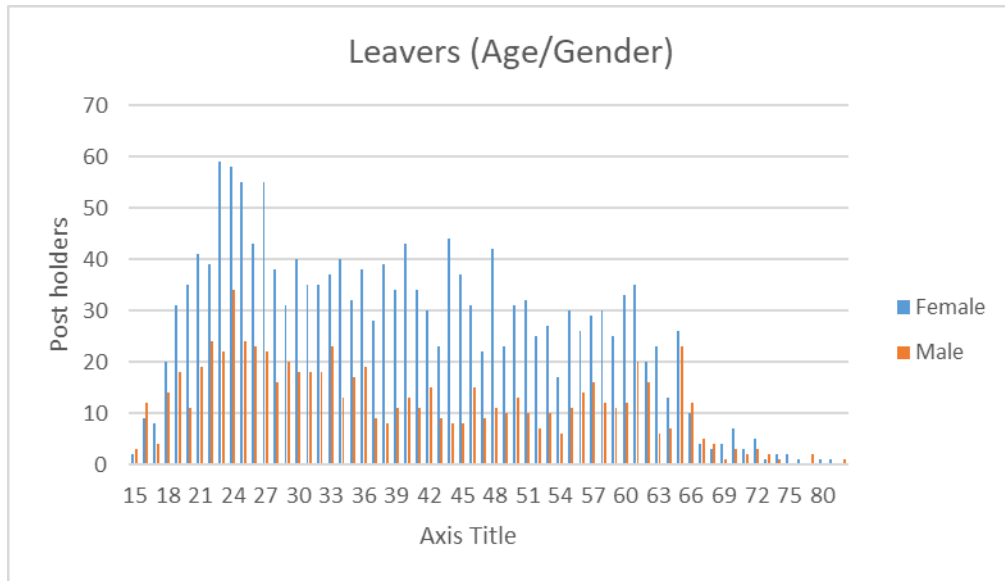
Protected Characteristics (Total headcount at time of download = 10634)

Disability Declaration

Count of Assignment Number	
Disability	Total
No	627
Undeclared	9958
Yes	49
Grand Total	10634

Ethnicity Declaration

Count of Assignment Number		
Ethnic Origin	Total	% of workforce
Asian or Asian British - Any Other	*	
Asian or Asian British – Bangladeshi	*	
Asian or Asian British – Chinese	*	
Asian or Asian British – Indian	*	
Asian or Asian British – Pakistani	*	
Black or Black British - African	*	

Black or Black British - Any Other	*	
Black or Black British - Caribbean	*	
Mixed - Any Other	*	
Mixed - White and Asian	*	
Mixed - White and Black African	*	
Mixed - White and Black Caribbean	*	
Undeclared	8794	82%
Other Ethnic Group	*	
Prefer not to say	*	
White - Any Other	56	0.5%
White – British	1844	17.5%
Grand Total	10634	

*Numbers too small to report

Marital Status

Marital Status	Total	% Workforce
Civil Partnership	39	0.4%
Divorced	396	3.7%
Formally in Civil Partnership now legally dissolved	1	0.0%
Legally Separated	20	0.2%
Living with Partner (not married or in civil partnership)	193	1.8%
Married	5046	47.5%
Undeclared	1048	9.9%
Partner	49	0.5%
Prefer not to say	14	0.1%
Separated – but still legally in Civil Partnership	2	0.0%
Separated – but still legally married	37	0.3%
Single	3747	35.2%
Widowed	42	0.4%
Grand Total	10634	

Sexual Orientation

Headcount		
	Total	%Workforce
Bisexual	10	0.1%
Gay/Lesbian	31	0.3%
Heterosexual/Straight	1441	13.6%
Undeclared	9126	85.8%
Prefer not to say	26	0.2%
Grand Total	10634	

Gender reassignment

Headcount

Q5 Gender Same as Birth	Total
No	*
Undeclared	84%
Prefer not to say	*
Yes	15%
Grand Total	10634

" Numbers too small to report (less than 0.1%)

Maternity and Pregnancy

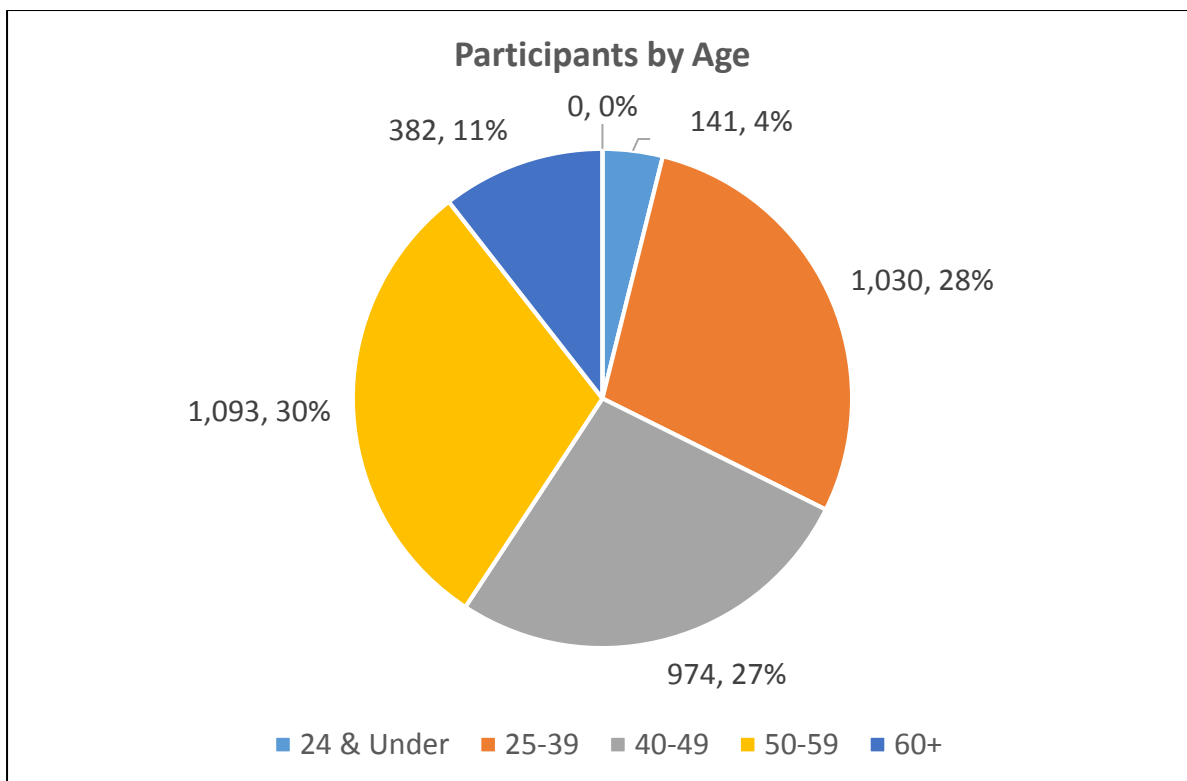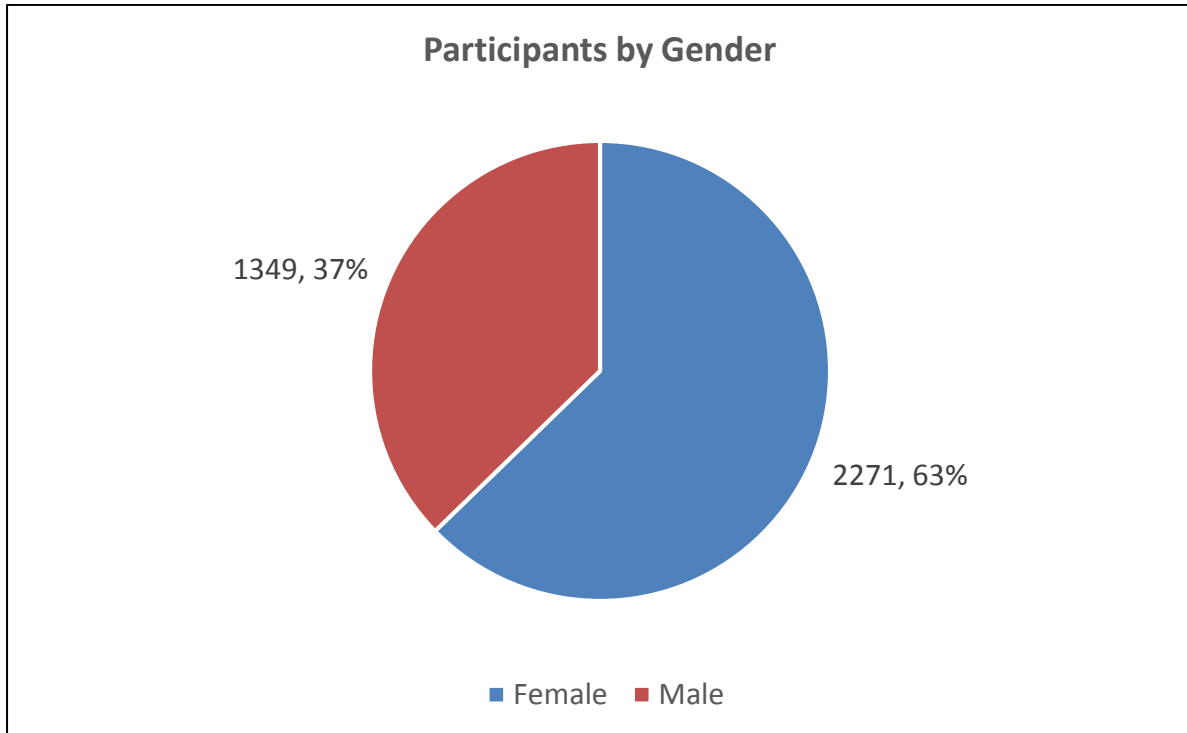Maternity = 1.7% workforce
Pregnancy = data unavailable

Religion

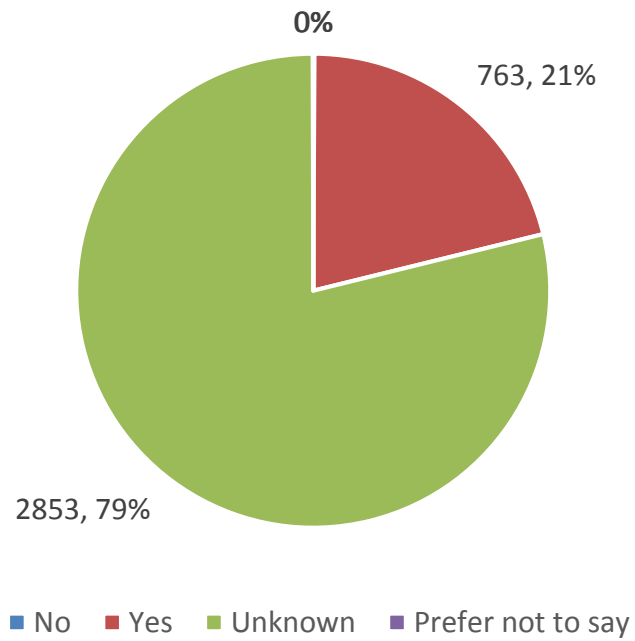| Count of Person Name		
Q8 Religion	Total	%
Buddhist	*	
Christian	766	7%
Hindu	*	
Muslim	*	
No Religion or belief	646	6%
Undeclared	9118	86%
Other	46	
Prefer not to say	37	
Sikh	*	
Grand Total	10634	

* Numbers too small to report (less than 0.1%)
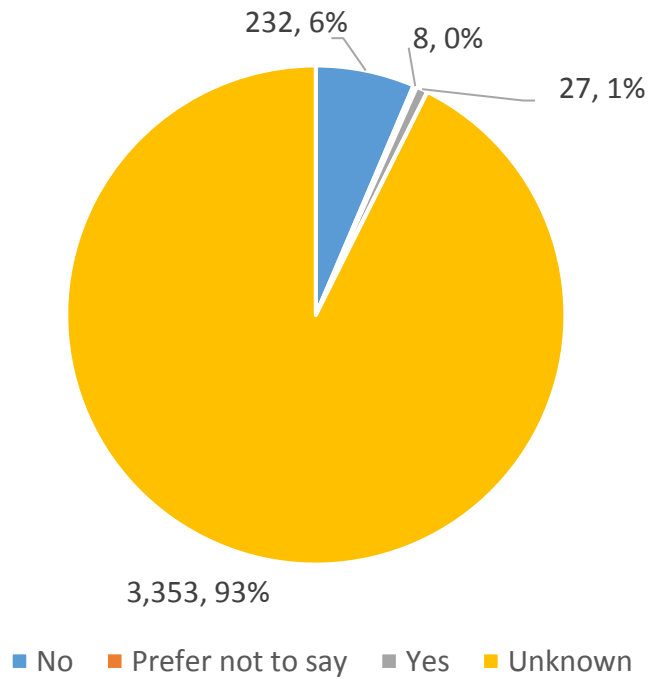
Training information collected 2018-19

The information below relates to some of protected characteristics of employees who undertook training during 201-19. Employees were not required to provide this information but work is ongoing to encourage employees to provide the information.

Participants by Gender

1349, 37%

2271, 63%

■ Female ■ Male

Participants by Age

382, 11%

0, 0%

141, 4%

1,030, 28%

1,093, 30%

974, 27%

■ 24 & Under ■ 25-39 ■ 40-49 ■ 50-59 ■ 60+

Participants by Gender as Born Re-assignment

0%

763, 21%

2853, 79%

■ No ■ Yes ■ Unknown ■ Prefer not to say

Participants by Disability

232, 6%

8, 0%

27, 1%

3,353, 93%

■ No ■ Prefer not to say ■ Yes ■ Unknown

Participants by Marital Status

	Count	Percentage
Civil Partnership	18	0%
Divorced or legally separated	215	6%
Living with Partner (not married or in civil partnership)	99	3%
Married	1738	48%
Prefer not to say	210	6%
	20	0%
	1335	37%
	5	0%

Participants by Sexual Orientation

	Count	Percentage
Bisexual	21	1%
Gay/Lesbian	6	0%
Heterosexual/Straight	723	20%
Other Complete Comment Box	9	0%
Prefer not to say	1	0%
Unknown	2860	79%

Participants by Ethnic Origin

25, 1%

899, 25%

2694, 74%

■ Other ■ White - British ■ Unknown
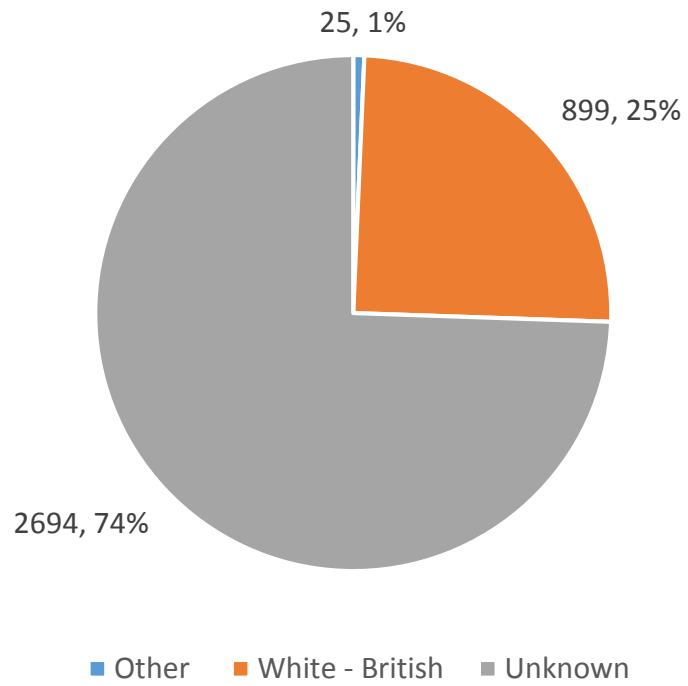
Participants by Nationality

1707, 47%

1913, 52%

47, 1%

■ British ■ Non British ■ Unknown