

Equalities Data report – Year end 31 March 2021 – Appendix C

The Council is continuing to work with our employees and unions to improve workforce data and we continue to work on our systems to collect such data. 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 and many choose not to do so; however, work is ongoing to encourage employees to update their details.

Note: Data includes all school staff including teachers (Headcount 10723)

WORKFORCE PROFILE

Workforce Profile - Working pattern by Gender

Employment category	Female	Male	Total
Permanent - full time	2057	2348	4405
Permanent - job share	62	*	66
Permanent - part time	2760	348	3108
Temporary - full time	685	373	1058
Temporary - job share	5	*	5
Temporary - part time	1861	220	2081
Grand Total	7430	3293	10723

Workforce Profile - Age Profile by Gender

Age	Female	Male	Total
16	*	*	*
17	*	6	9
18	8	*	11
19	15	11	26
20	20	7	27
21	31	18	49
22	40	21	61
23	62	41	103
24	52	35	87
25	92	29	121
26	91	47	138
27	104	57	161
28	116	51	167
29	122	51	173
30	149	60	209
31	127	64	191
32	142	62	204
33	177	71	248
34	174	68	242
35	177	68	245
36	184	72	256
37	175	65	240
38	188	59	247

39	201	72	273
40	213	71	284
41	201	87	288
42	226	63	289
43	210	64	274
44	184	79	263
45	206	84	290
46	218	98	316
47	227	68	295
48	224	93	317
49	243	102	345
50	216	82	298
51	240	117	357
52	249	112	361
53	205	109	314
54	224	114	338
55	265	107	372
56	208	127	335
57	183	99	282
58	170	83	253
59	155	82	237
60	149	74	223
61	126	75	201
62	106	56	162
63	94	52	146
64	72	59	131
65	55	33	88
66	34	21	55
67	20	10	30
68	11	7	18
69	15	5	20
70	*	*	5
71	8	*	11
72	*	*	6
73	5	*	7
74	*	*	5
75		*	*
76	*	*	5
78	*	*	*
79	*		*
80	*	*	*
81		*	*
84		*	*
87	*		*
Grand Total	7430	3293	10723

Workforce Profile - Grade by Gender

Grade Name	Female	Male	Total
Chief Executive 12		*	*
Chief Officer 1-5 01-05	*		*
Chief Officer 5-9 05-09		*	*

Deputy Chief Executive 1-3		*	*
Director 001-007	*	*	*
GRADE_01 01	*	*	8
GRADE_02 03	466	91	557
GRADE_02A 03A	318	*	320
GRADE_03 04	230	179	409
GRADE_03A 04A	8	*	9
GRADE_04 05-06	1310	346	1656
GRADE_04A 05A-06A	87	*	88
GRADE_05 07-09	1057	425	1482
GRADE_05A 07A-09A	14		14
GRADE_06 11-17	888	379	1267
GRADE_07 19-24	566	652	1218
GRADE_08 25-29	324	251	575
GRADE_09 30-34	284	166	450
GRADE_10 35-39	90	85	175
GRADE_10A 35-37	70	13	83
GRADE_10B 38-39	52	6	58
GRADE_11 40-44	66	50	116
GRADE_12 45-49	36	35	71
Head Deputy and Assistant Teachers 001-043 H00	140	92	232
HOS Band_1 07-13	*	*	8
HOS Band_2 03-09		6	6
HOS Band_3 01-05	*	*	*
Minimum Wage 025 025	*	5	8
MInimum Wage APP APP	5	18	23
Minimum Wage 016-022	*	12	15
Soulbury Advisor Inspectors 001-007	*		*
Soulbury Advisor Inspectors 002-011	6	*	7
Soulbury Advisor Inspectors 006-009	*		*
Soulbury Advisor Inspectors 007-012		*	*
Soulbury Advisor Inspectors 008-011	*		*
Soulbury Advisor Inspectors 013-016	*	*	*
Soulbury Advisor Inspectors 013-019		*	*
Soulbury Advisor Inspectors 019-022	*		*
Soulbury Advisor Inspectors 022-024	*	*	*
Soulbury Advisor Inspectors 024-027	*		*
Soulbury Advisor Inspectors 028-034		*	*
Soulbury Advisor Inspectors 2 -8	*		*
Soulbury Ed Psychologist 001-009	5	*	6
Soulbury Ed Psychologist 001-015	*	*	*
Soulbury Ed Psychologist 002-010	*		*
Soulbury SNR Ed Psychologist 001-007	*		*
Soulbury SNR Ed Psychologist 004-009	*		*
Soulbury SNR Ed Psychologist 016-018	*		*
Teacher 001-006 W00	331	131	462
Threshold Teacher 001-003 P00	1014	309	1323
Unqualified Teacher 001-006	26	14	40
Unqualified Teacher 001-010	*		*
Grand Total	7430	3293	10723

Workforce Profile - Ethnicity Declaration

Ethnicity	Total	% Workforce
Not declared	8536	79.6%
Asian or Asian British - Any Other	6	0.1%
Asian or Asian British - Bangladeshi	7	0.1%
Asian or Asian British - Chinese	*	*
Asian or Asian British - Indian	*	*
Asian or Asian British - Pakistani	*	*
Black or Black British - African	8	0.1%
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	*	*
Other Ethnic Group	*	*
Prefer not to say	*	*
White - Any Other	61	0.6%
White – British	2075	19.4%
Grand Total	10723	

Workforce Profile - Sexual Orientation

Sexual Orientation	Total	% Workforce
Bisexual	10	0.1%
Gay/Lesbian	37	0.3%
Heterosexual/Straight	1504	14.0%
Not declared	9124	85.1%
Other	*	*
Prefer not to say	46	0.4%
Grand Total	10723	

Workforce Profile - Religion

Religion	Total	% Workforce
Buddhist	13	0.1%
Christian	846	7.9%
Hindu	*	*
Muslim	9	0.1%
No Religion or belief	745	6.9%
Not declared	8989	83.8%
Other	54	0.5%
Prefer not to say	65	0.6%
Sikh	*	*
Grand Total	10723	

Workforce Profile - Disability Declaration

Disabled?	Total	% Workforce
Not declared	10088	94.1%
No	588	5.5%
Yes	47	0.4%
Grand Total	10723	

Workforce Profile - Marital Status

Marital Status	Total	% Workforce
Civil Partnership	43	0.4%
Divorced	408	3.8%
Formally in Civil Partnership now legally dissolved	*	*
Legally Separated	22	0.2%
Living with Partner (not married or in civil partnership)	258	2.4%
Married	4927	45.9%
Not declared	1069	10.0%
Partner	75	0.7%
Prefer not to say	19	0.2%
Separated – but still legally in Civil Partnership	*	*
Separated – but still legally married	43	0.4%
Single	3807	35.5%
Widowed	46	0.4%
Grand Total	10723	

Workforce Profile - Gender Reassignment

Gender same as birth?	Total	% Workforce
Yes	1668	15.6%
Not declared	9048	84.4%
No	7	0.1%
Grand Total	10723	

Workforce Profile - Maternity and Pregnancy

Maternity = 1.6% workforce

Pregnancy = data unavailable

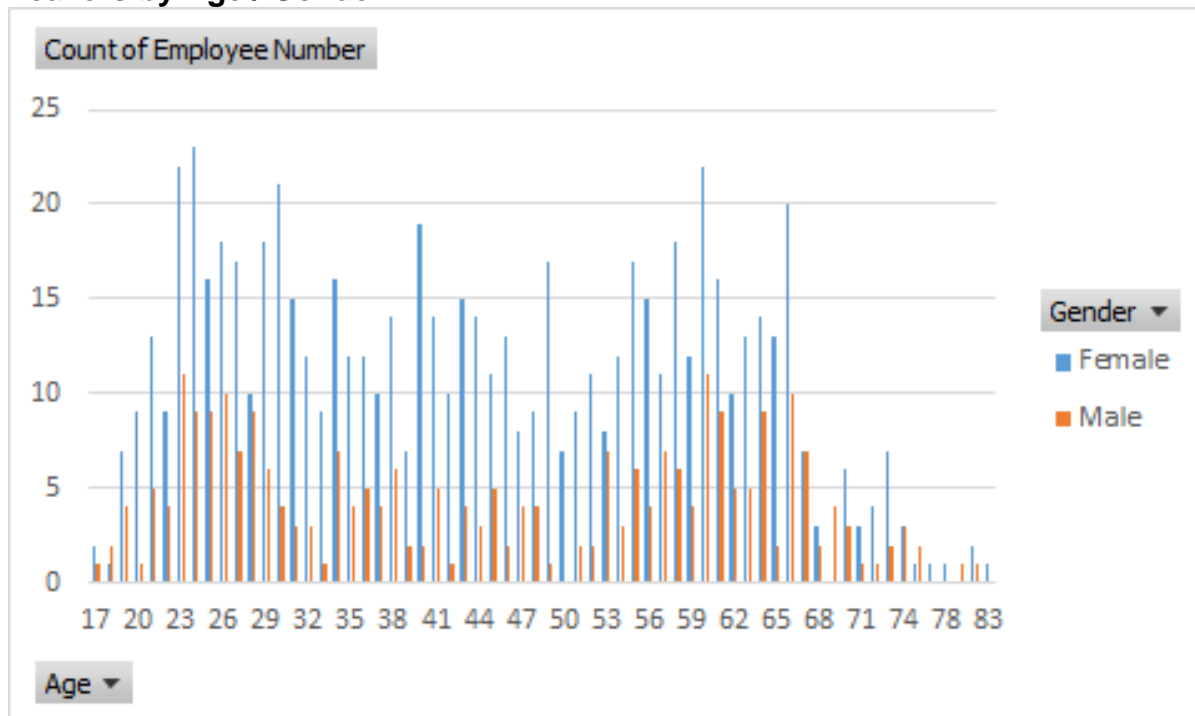
LEAVERS

Leavers by Gender

Leaver Reason	Female	Male	Total
Apprenticeship terminated	*	*	*
Deceased	5	7	12
Dismissed – Gross Misconduct	*	*	5
Dismissed – Health Capability	14	8	22

Dismissed – Probation	*	5	7
Employee Transfer	*		*
End of Apprenticeship		*	*
End of Fixed-Term Contract	40	12	52
End of Service Level Agreement	*		*
ERVR – Early Retirement/Voluntary Redundancy	12	5	17
NULL	15	6	21
Other	80	28	108
Promotion	*		*
Redundancy	5	*	6
Redundancy – Compulsory	*	*	*
Resigned	263	105	368
Resigned 55+	40	27	67
Resigned 60+	15	*	19
Retirement	6		6
Retirement – AAB (Teachers)	*		*
Retirement – ER/VR (Teachers)	*		*
Retirement – Ill Health	19	10	29
Retirement 65+	11	*	15
Voluntary Redundancy	6	*	8
Grand Total	690	267	957

Leavers by Age / Gender



Leavers by Ethnicity

Ethnic Origin	Leavers
Not declared	508
White - British	424
Black or Black British - African	6
White - Any Other	13
Black or Black British - Caribbean	*
Mixed - White and Asian	*
Grand Total	957

Leavers by Sexual Orientation

Sexual Orientation	Leavers
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	94
Not declared	852
Prefer not to say	9
Grand Total	957

Leavers by Religion

Religion/Belief	Leavers
Buddhist	*
Christian	50
No Religion or belief	53
Not declared	850
Other	*
Prefer not to say	*
Grand Total	957

Leavers by Disability

Disabled?	Leavers
No	34
Not declared	914
Prefer not to say	*
Yes	6
Grand Total	957

GRIEVANCES

Grievance by Gender

Gender	Grievances
Female	*
Male	*

Grand Total	7
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Grievance by Ethnicity

Ethnicity	Grievances
White - British	*
Not declared	*
Grand Total	7

Grievance by Sexual Orientation

Sexual Orientation	Grievances
Heterosexual	*
Not declared	5
Grand Total	7

Grievance by Religion

Religion/Belief	Grievances
Christian	*
None	*
Not declared	5
Grand Total	7

Grievance by Disability

Disabled?	Grievances
Not declared	7
Grand Total	7

DISCIPLINARY

Disciplinary by Gender

Gender	Disciplinaries
Female	54
Male	33
Grand Total	87

Disciplinary by Ethnicity

Ethnic Origin	Disciplinaries
Asian or Asian British - Indian	*
Not declared	74
White - British	12
Grand Total	87

Disciplinary by Sexual Orientation

Sexual Orientation	Disciplinaries
Not declared	82
Bisexual	*
Heterosexual	*
Grand Total	87

Disciplinary by Religion

Religion	Disciplinaries
Not declared	77
No Religion	5
Christian	5
Grand Total	87

Disciplinary by Disability

Disabled?	Disciplinaries
Not declared	87
Grand Total	87

APPLICANTS

Applicants by Gender

Gender	Applicants
Male	2703
Female	2623
Transgender	9
Not declared	29
Grand Total	5364

Applicants by Sexual Orientation

Sexual Orientation	Applicants
Heterosexual	4635
Bisexual	176
Gay Man	72
Gay Woman- Lesbian	66
Prefer Not to say	193
Other	128
Not declared	94
Grand Total	5364

Applicants by Religion

Religion/Belief	Applicants
Agnostic	*
Atheist	*
Bahai	*
Buddhist	15
Christian	1581
Hindu	37
Humanist	*
Jehovah's Witness	*
Jewish	*
Muslim	108
No Religion	3315
Orthodox	*
Other	40
Mormon	*
Prefer not to say	156
Sikh	5
Not declared	94
Grand Total	5364

Applicants by Disability

Disabled?	Applicants
Yes	29
Not declared	5335
Grand Total	5364

Applicants by Age

Age	Applicants
17	*
18	10
19	14
20	14
21	19
22	29
23	55
24	64
25	61
26	63
27	52
28	54
29	38
30	54
31	34
32	38
33	33
34	43
35	39

36	35
37	30
38	29
39	35
40	27
41	25
42	23
43	18
44	23
45	15
46	19
47	27
48	17
49	16
50	17
51	29
52	13
53	22
54	18
55	17
56	13
57	11
58	14
59	17
60	13
61	*
62	8
63	*
64	5
65	*
66	*
67	*
70	*
72	*
88	*