

Equalities Data report – Year end 31 March 2022

WORKFORCE PROFILE

Workforce Profile - Working pattern by Gender

Employment category	Female	Male	Total
Permanent - full time	2063	2363	4426
Permanent - job share	*	*	64
Permanent - part time	2687	360	3047
Temporary - full time	859	404	1263
Temporary - job share	*	*	7
Temporary - part time	2370	431	2801
Grand Total	8044	3564	11608

Workforce Profile - Age Profile by Gender

Age	Female	Male	Total
Under 21	95	61	156
21-30	1022	476	1498
31-40	1839	719	2558
41-50	2241	846	3087
51-60	2122	1063	3185
61-70	680	367	1047
Over 70	45	32	77
Grand Total	8044	3564	11608

Workforce Profile - Grade by Gender

Grade Name	Female	Male	Total
Chief Executive 12	*	*	*
Chief Officer 1-5 01-05	*	*	*
Deputy Chief Executive 1-3	*	*	*
Director 001-007	*	*	*
GRADE_01 01	132	74	206
GRADE_02 03	521	116	637
GRADE_02A 03A	*	*	284
GRADE_03 04	230	169	399
GRADE_03A 04A	*	*	8
GRADE_04 05-06	1390	375	1765
GRADE_04A 05A-06A	*	*	87
GRADE_05 07-09	1137	455	1592
GRADE_05A 07A-09A	*	*	15
GRADE_06 11-17	986	399	1385
GRADE_07 19-24	632	652	1284
GRADE_08 25-29	352	277	629
GRADE_09 30-34	294	187	481
GRADE_10 35-39	94	87	181
GRADE_10A 35-37	71	17	88
GRADE_10B 38-39	*	*	56
GRADE_11 40-44	69	51	120

GRADE_12 45-49	35	36	71
Head Deputy and Assistant Teachers 001-043 H00	147	90	237
HOS Band_1 07-13	*	*	10
HOS Band_2 03-09	*	*	*
HOS Band_3 01-05	*	*	*
Minimum Wage 025 025	*	*	16
Minimum Wage APP APP	*	*	23
Minimum Wage 016-022	*	*	30
Soulbury Advisor Inspectors 001-007	*	*	*
Soulbury Advisor Inspectors 002-008	*	*	*
Soulbury Advisor Inspectors 002-011	*	*	6
Soulbury Advisor Inspectors 006-009	*	*	*
Soulbury Advisor Inspectors 010-013	*	*	*
Soulbury Advisor Inspectors 013-016	*	*	*
Soulbury Advisor Inspectors 013-019	*	*	*
Soulbury Advisor Inspectors 022-024	*	*	*
Soulbury Advisor Inspectors 024-027	*	*	*
Soulbury Advisor Inspectors 028-034	*	*	*
Soulbury Advisor Inspectors 047-047	*	*	*
Soulbury Advisor Inspectors 2 -8	*	*	*
Soulbury Ed Psychologist 001-009	*	*	6
Soulbury Ed Psychologist 001-013	*	*	*
Soulbury Ed Psychologist 001-015	*	*	*
Soulbury SNR Ed Psychologist 001-007	*	*	*
Soulbury SNR Ed Psychologist 004-009	*	*	*
Soulbury SNR Ed Psychologist 016-018	*	*	*
Teacher 001-006 W00	385	136	521
Threshold Teacher 001-003 P00	1049	332	1381
Unqualified Teacher 001-006	34	20	54
Grand Total	8044	3564	11608

Workforce Profile - Ethnicity Declaration

Ethnicity	Total	% Workforce
Asian or Asian British - Any Other	7	0.06%
Asian or Asian British - Bangladeshi	8	0.07%
Asian or Asian British - Chinese	*	*
Asian or Asian British - Indian	*	*
Asian or Asian British - Pakistani	*	*
Black or Black British - African	9	0.08%
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	*	*
Not declared	9156	78.88%
Other Ethnic Group	*	*
Prefer not to say	6	0.05%
White - Any Other	65	0.56%
White - British	2326	20.04%
Grand Total	11608	

Workforce Profile - Sexual Orientation

Sexual Orientation	Total	% Workforce
Bisexual	13	0.11%
Gay/Lesbian	48	0.41%
Heterosexual/Straight	1645	14.17%
Not declared	9853	84.88%
Other	*	*
Prefer not to say	47	0.40%
Grand Total	11608	

Workforce Profile - Religion

Religion	Total	% Workforce
Buddhist	15	0.13%
Christian	848	7.31%
Hindu	*	*
Muslim	11	0.09%
No Religion or belief	809	6.97%
Not declared	9800	84.42%
Other	56	0.48%
Prefer not to say	66	0.57%
Sikh	*	*
Grand Total	11608	

Workforce Profile - Disability Declaration

Disabled?	Total	% Workforce
Disabled	46	0.40%
Not declared	10993	94.70%
Not Disabled	560	4.90%
Grand Total	11608	

Workforce Profile - Marital Status

Marital Status	Total	% Workforce
Civil Partnership	51	0.44%
Divorced	430	3.70%
Formally in Civil Partnership now legally dissolved	*	*
Legally Separated	24	0.21%
Living with Partner (not married or in civil partnership)	329	2.83%
Married	4913	42.32%
Not declared	1564	13.47%
Partner	100	0.86%
Prefer not to say	23	0.20%
Separated – but still legally in Civil Partnership	*	*
Separated – but still legally married	52	0.45%
Single	4066	35.03%
Widowed	50	0.43%
Grand Total	11608	

Workforce Profile - Gender Reassignment

Gender same as birth?	Total	% Workforce
No	8	0.07%
Not declared	9875	85.07%
Yes	1725	14.86%
Grand Total	11608	

Workforce Profile - Maternity and Pregnancy

Maternity = 1.52% workforce

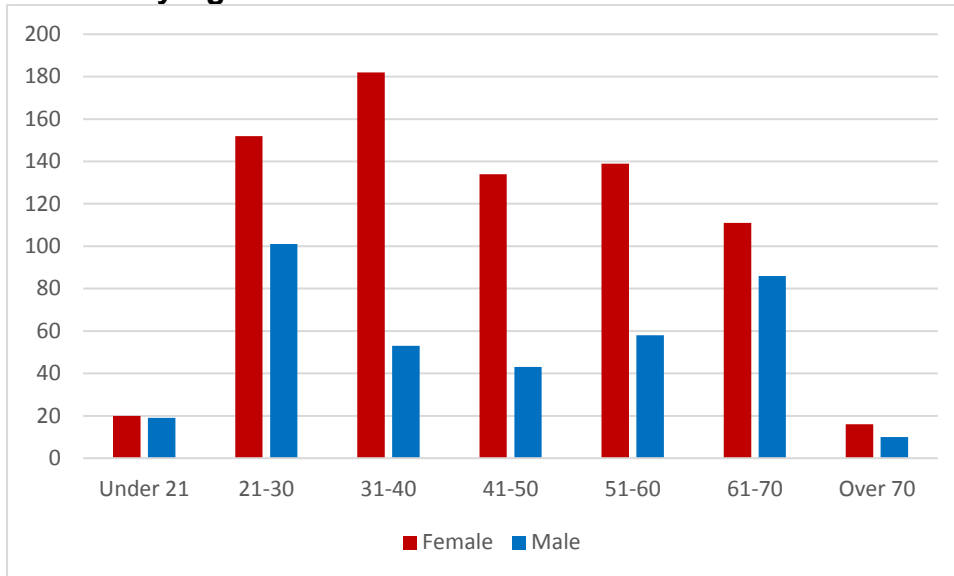
Pregnancy = data unavailable

LEAVERS

Leavers by Gender

Leaver Reason	Female	Male	Total
Deceased	*	*	9
Dismissed – Capability	*	*	*
Dismissed – Gross Misconduct	*	*	7
Dismissed – Health Capability	*	*	21
Dismissed – Probation	*	*	6
End of Apprenticeship	*	*	*
End of Fixed-Term Contract	38	47	85
End of Temporary Contract	45	17	62
ERVR – Early Retirement/Voluntary Redundancy	12	6	18
Frustration of Contract	*	*	*
NULL	10	4	14
Other	42	9	51
Promotion	*	*	*
Redundancy	*	*	*
Redundancy – Compulsory	*	*	6
Resigned	452	177	629
Resigned 55+	65	62	127
Resigned 60+	10	10	20
Retirement	*	*	*
Retirement – AAB (Teachers)	*	*	*
Retirement – Early	13	0	13
Retirement – ER/VR (Teachers)	*	*	*
Retirement – Ill Health	12	12	24
Retirement 65+	8	6	14
Traineeship Terminated	*	*	*
Voluntary Redundancy	*	*	*
Grand Total	754	370	1124

Leavers by Age / Gender



Leavers by Ethnicity

Ethnic Origin	Leavers
Asian or Asian British - Any Other	*
Asian or Asian British - Bangladeshi	*
Asian or Asian British - Chinese	0
Asian or Asian British - Indian	*
Asian or Asian British – Pakistani	0
Black or Black British - African	*
Black or Black British - Any Other	0
Black or Black British - Caribbean	0
Mixed - Any Other	0
Mixed - White and Asian	0
Mixed - White and Black African	*
Mixed - White and Black Caribbean	0
Not declared	879
Other Ethnic Group	0
Prefer not to say	0
White - Any Other	15
White - British	225
Grand Total	1124

Leavers by Sexual Orientation

Sexual Orientation	Leavers
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	136
Not declared	975
Other	0
Prefer not to say	10

Grand Total	1124
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Leavers by Religion

Religion/Belief	Leavers
Buddhist	0
Christian	66
Hindu	0
Muslim	*
No Religion or belief	68
Not declared	975
Other	*
Prefer not to say	9
Sikh	0
Grand Total	1124

Leavers by Disability

Disabled?	Leavers
Disabled	*
Not declared	1119
Not Disabled	*
Grand Total	1124

GRIEVANCES

Grievance by Gender

Gender	Grievances
Female	*
Male	*
Grand Total	7

Grievance by Ethnicity

Ethnicity	Grievances
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	*
Not declared	5
Other Ethnic Group	*
Prefer not to say	*

White - Any Other	*
White - British	*
Grand Total	7

Grievance by Sexual Orientation

Sexual Orientation	Grievances
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	*
Not declared	*
Other	*
Prefer not to say	*
Grand Total	7

Grievance by Religion

Religion/Belief	Grievances
Buddhist	*
Christian	*
Hindu	*
Muslim	*
No Religion or belief	*
Not declared	*
Other	*
Prefer not to say	*
Sikh	*
Grand Total	7

Grievance by Disability

Disabled?	Grievances
Disabled	0
Not declared	7
Not Disabled	0
Grand Total	7

DISCIPLINARY

Disciplinary by Gender

Gender	Disciplinaries
Female	57
Male	41
Grand Total	98

Disciplinary by Ethnicity

Ethnic Origin	Disciplinaries
Asian or Asian British – Any Other	0
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Chinese	0
Asian or Asian British – Indian	0
Asian or Asian British - Pakistani	0
Black or Black British - African	*
Black or Black British – Any Other	0
Black or Black British – Caribbean	0
Mixed – Any Other	0
Mixed – White and Asian	0
Mixed – White and Black African	0
Mixed – White and Black Caribbean	0
Not declared	78
Other Ethnic Group	0
Prefer not to say	0
White - Any Other	*
White - British	18
Grand Total	98

Disciplinary by Sexual Orientation

Sexual Orientation	Disciplinaries
Bisexual	*
Gay/Lesbian	*
Heterosexual/Straight	*
Not declared	97
Other	*
Prefer not to say	*
Grand Total	98

Disciplinary by Religion

Religion	Disciplinaries
Buddhist	*
Christian	9
Hindu	*
Muslim	*
No Religion or belief	*
Not declared	84
Other	*
Prefer not to say	*
Sikh	*
Grand Total	98

Disciplinary by Disability

Disabled?	Disciplinaries
Disabled	0
Not declared	98
Not Disabled	0
Grand Total	98

APPLICANTS

Applicants by Gender

Gender	Applicants
Female	3829
Male	4037
Not declared	48
Transgender	10
Grand Total	7924

Applicants by Sexual Orientation

Sexual Orientation	Applicants
Bisexual	160
Gay Man	73
Gay Woman/Lesbian	55
Heterosexual	4200
Not declared	3189
Other	61
Prefer Not to say	186
Grand Total	7924

Applicants by Religion

Religion/Belief	Applicants
Buddhist	11
Christian	1522
Hindu	54
Jewish	*
Muslim	143
No Religion or belief	2909
Not declared	3138
Other	25
Prefer not to say	113
Sikh	7
Grand Total	7924

Applicants by Disability

Disabled?	Applicants
Disabled	527
Not declared	181
Not Disabled	7216
Grand Total	7924

Applicants by Age

Age	Applicants
Under 21	578
21-30	2200
31-40	1986
41-50	1338
51-60	977
61-70	190
Over 70	*
Not declared	650
Grand Total	7924