



**WORKFORCE INFORMATION
PUBLIC SECTOR EQUALITY DUTY
FOUR Cs MAT**

As at 1 September 2017

PUBLIC SECTOR EQUALITY DUTY

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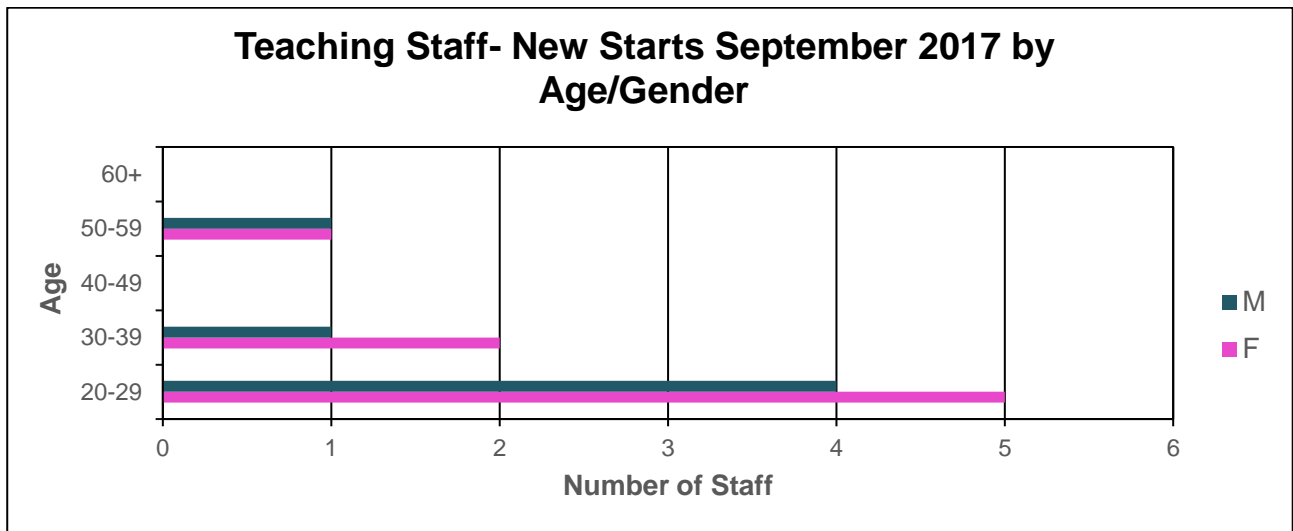
PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 places both general and specific duties on public bodies such as schools which need to be complied with in order to fulfil the requirements set out in the Equality Act. The general duty requires all public bodies to have due regard to the need to:

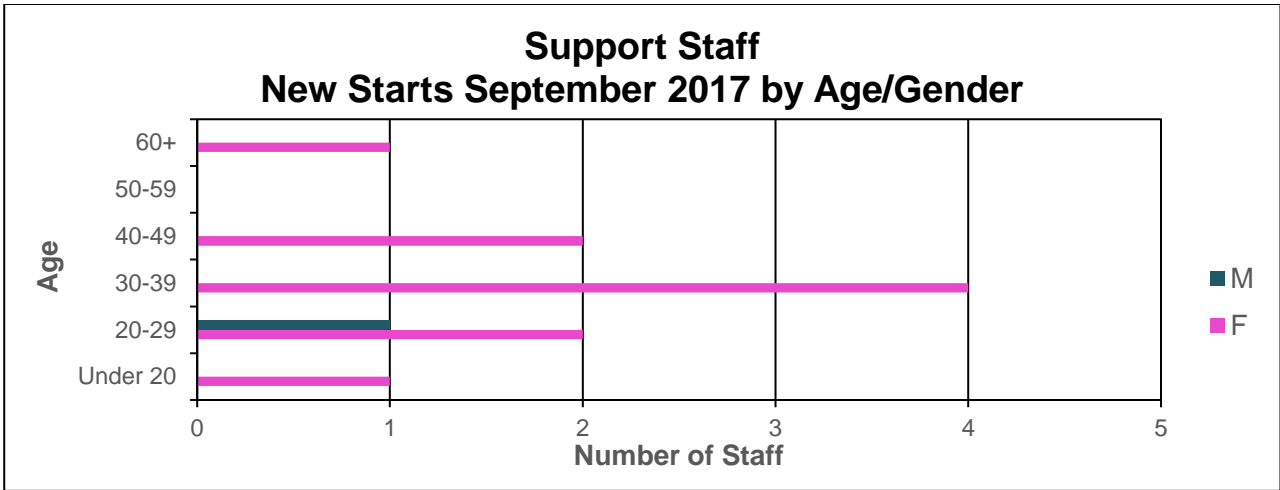
- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- Advanced equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Workforce Information

Recruitment



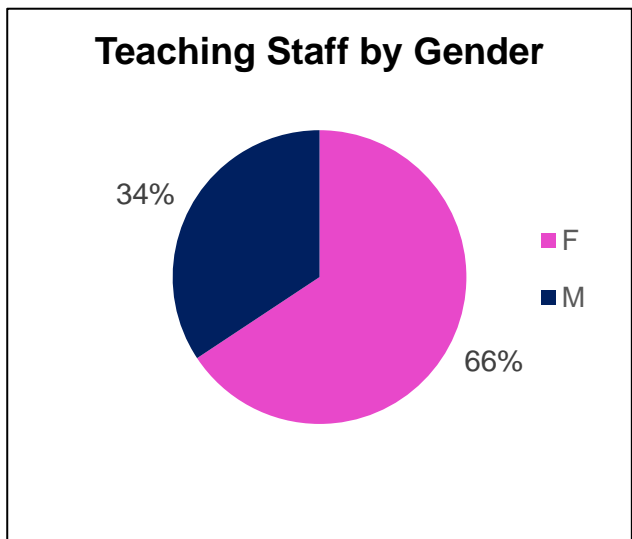
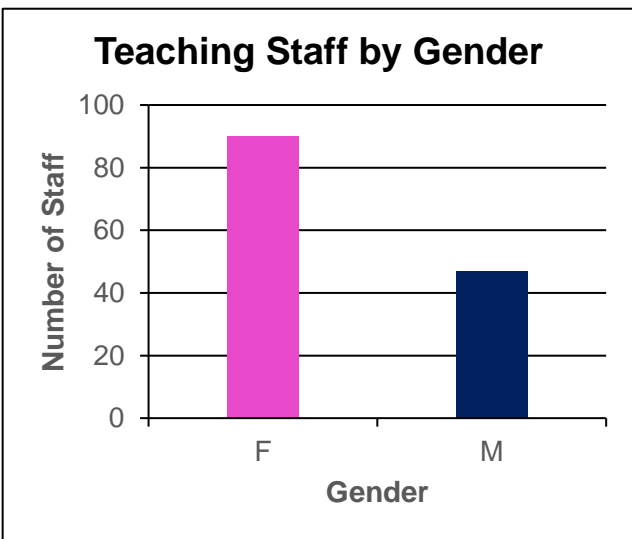
Teaching Staff New starters from September 2017 by Age and Gender		
Age	F	M
20-29	5	4
30-39	2	1
40-49	0	0
50-59	1	1
60+	0	0
Total	8	6



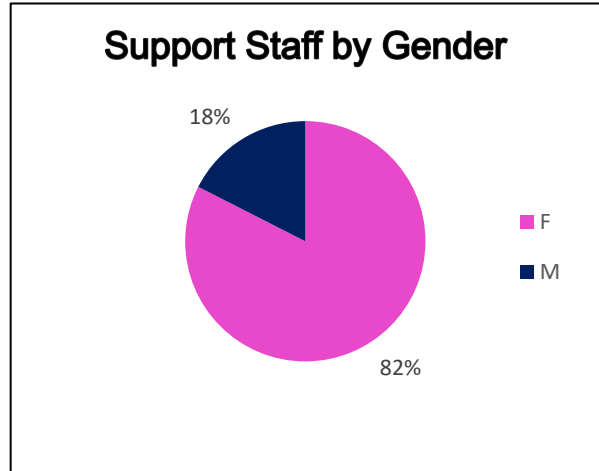
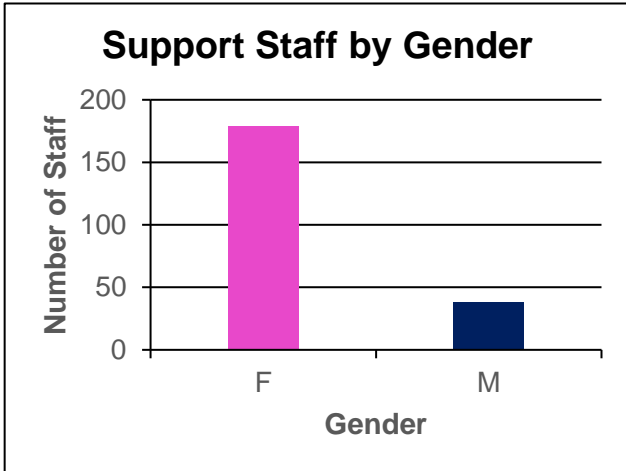
Support Staff New starters from September 2017 by Age and Gender		
Age	F	M
Under 20	1	0
20-29	2	1
30-39	4	0
40-49	2	0
50-59	0	0
60+	1	0
Total	10	1

Reflections: The Workforce profile by gender has historically had a high representation of women and this trend continues across the Multi Academy Trust (MAT) as a whole. However the gender in-take in Teaching Staff was more balanced in September 2017.

Gender Analysis



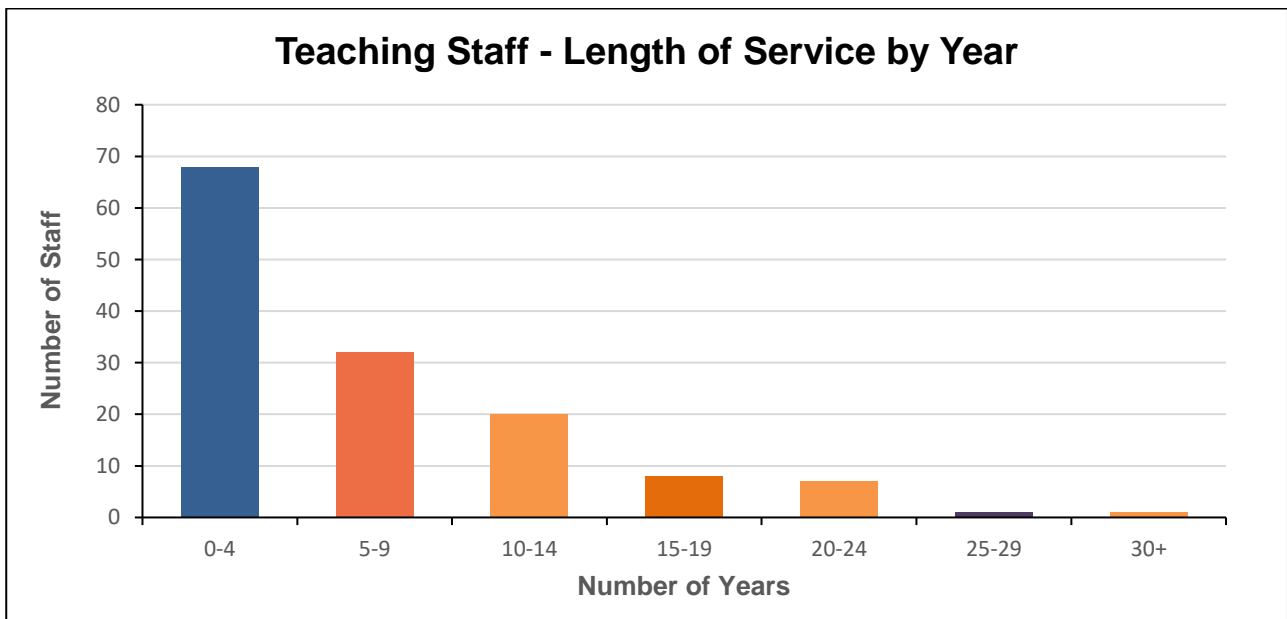
Teaching Staff - Gender		
Gender	Count	Percentage (%)
F	90	66%
M	47	34%
Total	137	100%



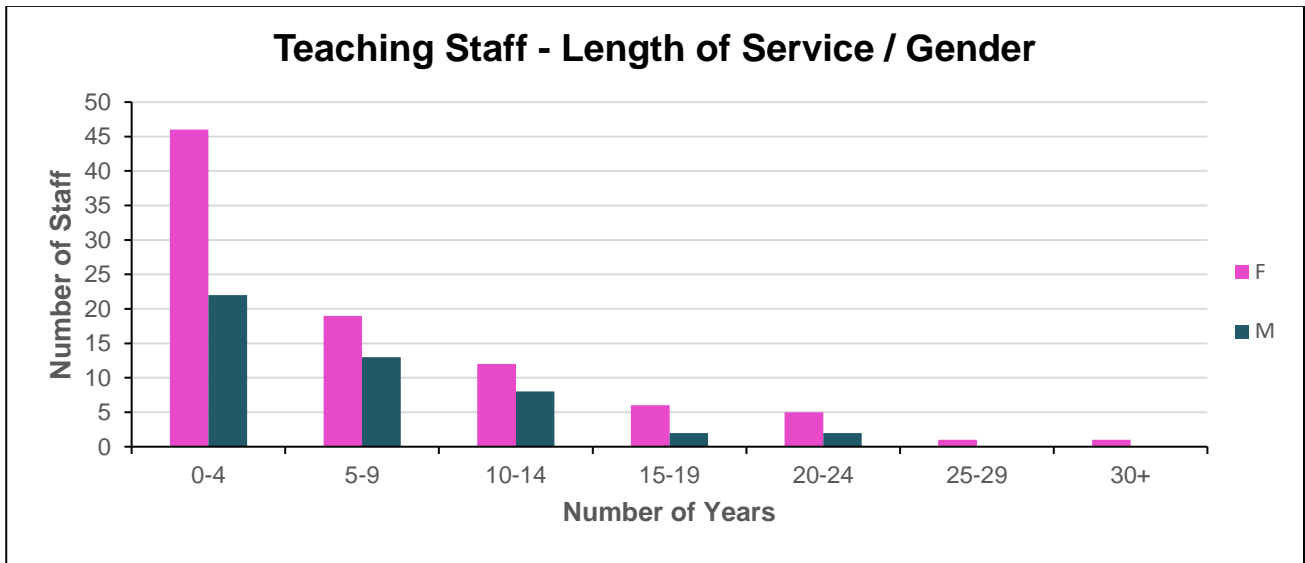
Support Staff - Gender		
Gender	Count	Percentage (%)
F	179	82%
M	38	18%
Total	217	100%

Reflections:	<p>The School Workforce in England: June 2016 data highlights:</p> <ul style="list-style-type: none"> 73.9% of school Teachers were female, the MATs data is slightly better than the national picture. 82.2% of Support Staff were female, the MATs data is in line with the national picture.
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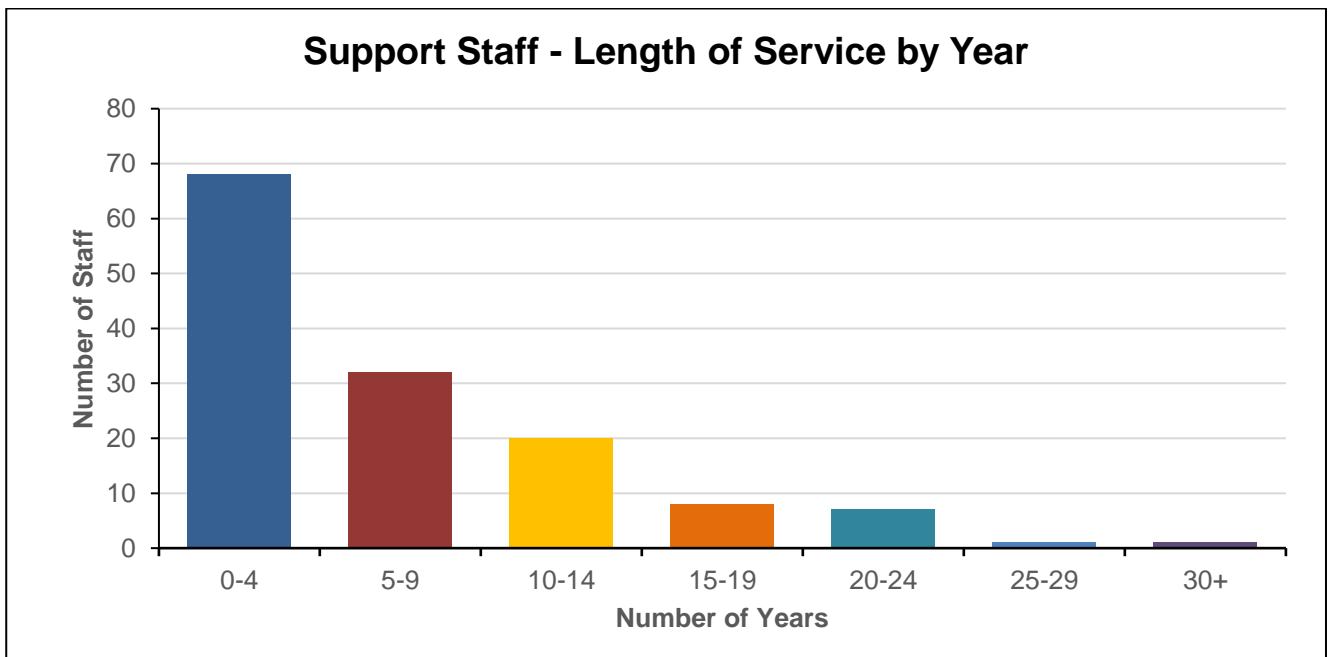
Length of Service



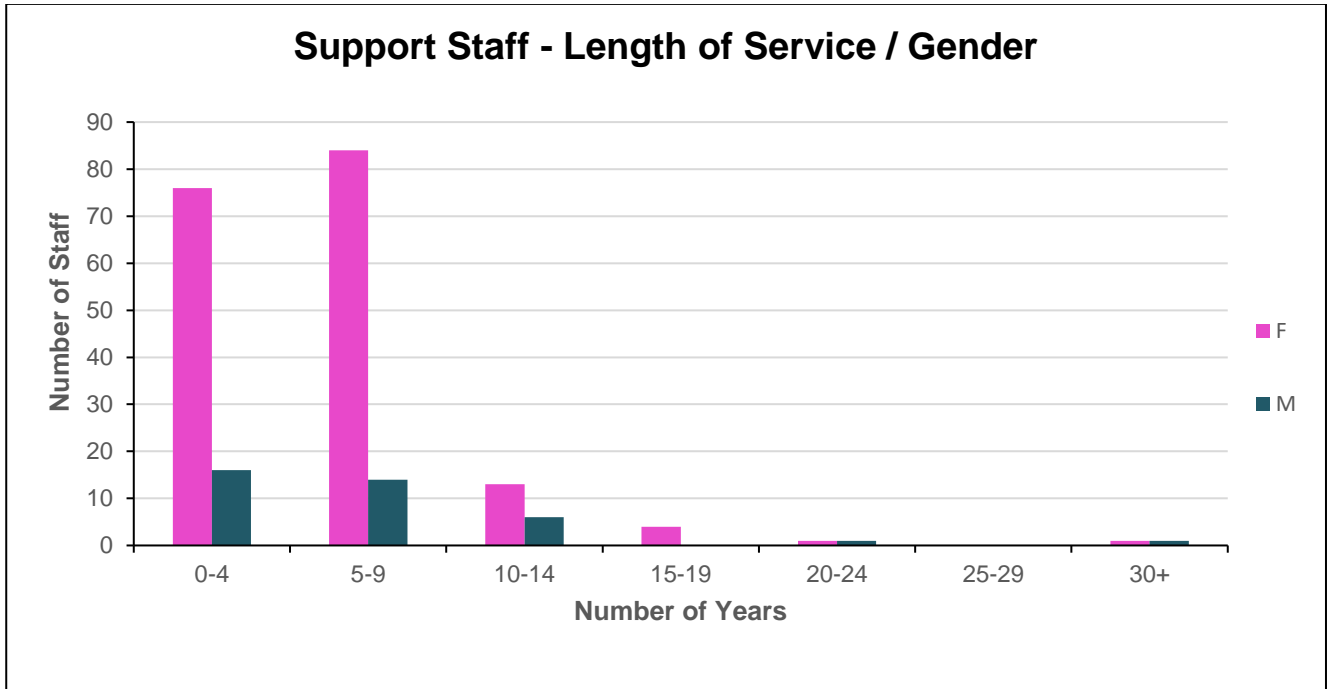
Teaching Staff - Length of Service		
Length of Service (Years)	Count	Percentage (%)
0-4	68	49.64%
5-9	32	23.36%
10-14	20	14.60%
15-19	8	5.84%
20-24	7	5.11%
25-29	1	0.73%
30+	1	0.73%
Total	137	100.00%



Teaching Staff - Length of Service by Gender							
Gender	Length of Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	46	19	12	6	5	1	1
M	22	13	8	2	2	0	0
Total	68	32	20	8	7	1	1

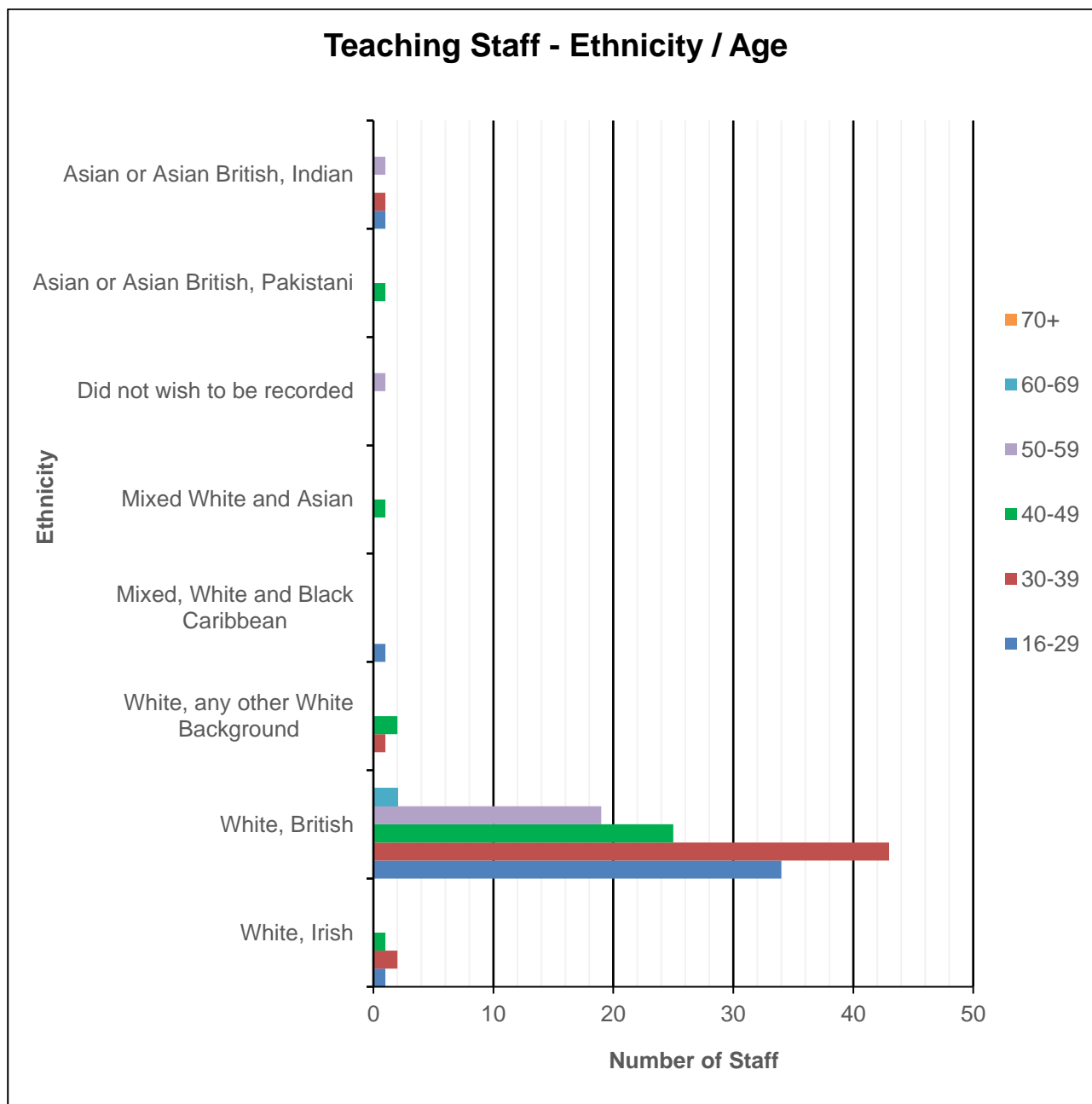


Support Staff - Length of Service		
Length of Service (Years)	Count	Percentage (%)
0-4	92	42.40%
5-9	98	45.16%
10-14	19	8.76%
15-19	4	1.84%
20-24	2	0.92%
25-29	0	0.00%
30+	2	0.92%
Total	217	100.00%



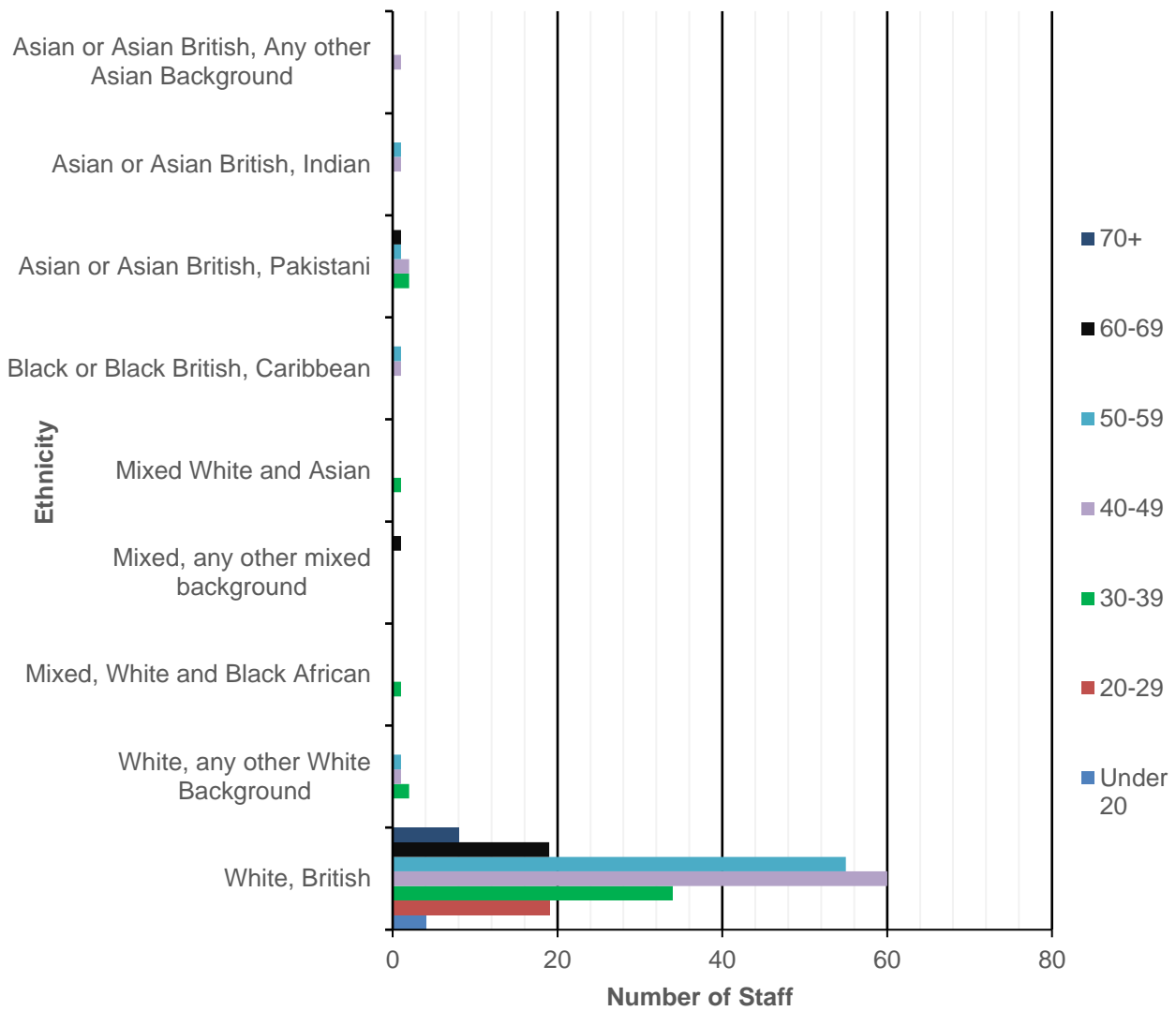
Support Staff - Length of Service by Gender							
Gender	Length of Service						
	0-4	5-9	10-14	15-19	20-24	25-29	30+
F	76	84	13	4	1	0	1
M	16	14	6	0	1	0	1
Total	92	98	19	4	2	0	2

Percentage of Employees from an Ethnic Minority



Teaching Staff - Ethnicity by Age						
Ethnicity	Age Range					
	16-29	30-39	40-49	50-59	60-69	70+
Asian or Asian British, Indian	1	1	0	1	0	0
Asian or Asian British, Pakistani	0	0	1	0	0	0
Did not wish to be recorded	0	0	0	1	0	0
Mixed White and Asian	0	0	1	0	0	0
Mixed, White and Black Caribbean	1	0	0	0	0	0
White, any other White Background	0	1	2	0	0	0
White, British	34	43	25	19	2	0
White, Irish	1	2	1	0	0	0
Total	37	47	30	21	2	0

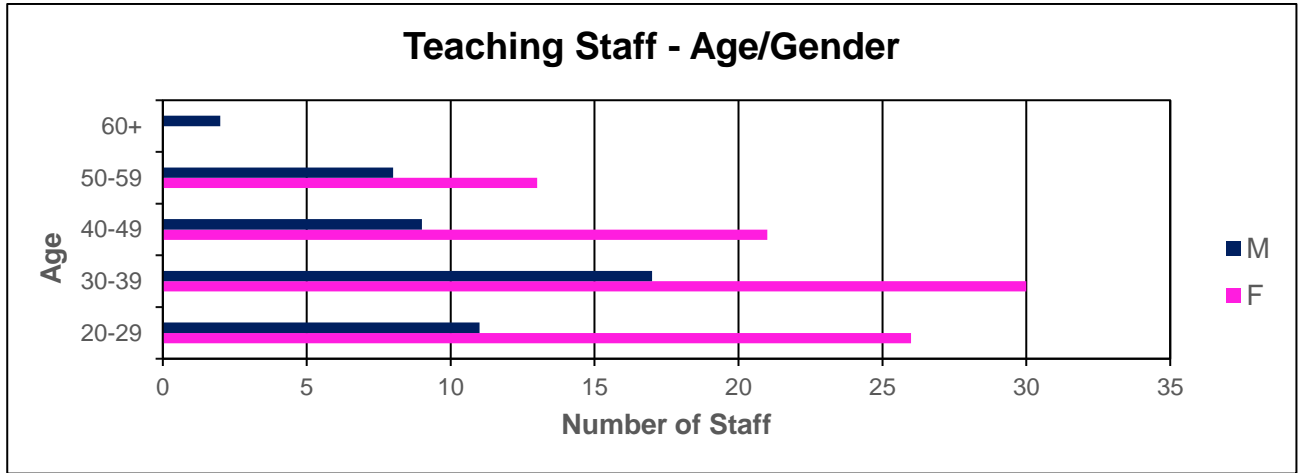
Support Staff - Ethnicity / Age



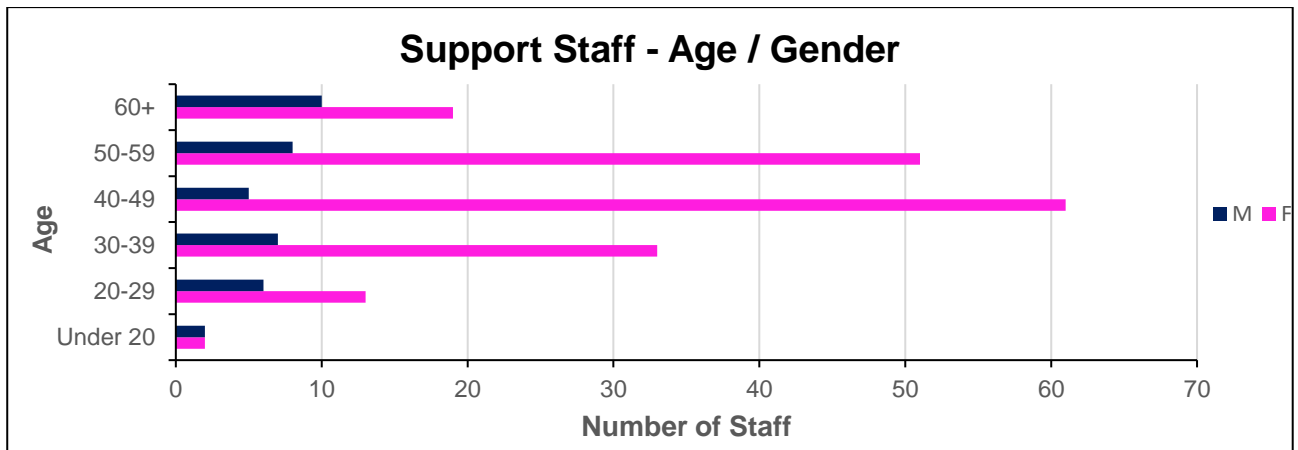
Support Staff - Ethnicity by Age							
Ethnicity	Age Range						
	Under 20	20-29	30-39	40-49	50-59	60-69	70+
Asian or Asian British, Any other Asian Background	0	0	0	1	0	0	0
Asian or Asian British, Indian	0	0	0	1	1	0	0
Asian or Asian British, Pakistani	0	0	2	2	1	1	0
Black or Black British, Caribbean	0	0	0	1	1	0	0
Mixed White and Asian	0	0	1	0	0	0	0
Mixed, any other mixed background	0	0	0	0	0	1	0
Mixed, White and Black African	0	0	1	0	0	0	0
White, any other White Background	0	0	2	1	1	0	0
White, British	4	19	34	60	55	19	8
Total	4	19	40	66	59	21	8

Reflections:	<p>The ethnicity of the MAT workforce is predominantly White British:</p> <ul style="list-style-type: none"> • Teaching Staff 89.7% (86.5% national data) • Support Staff 91.7% (86.1% national data) <p>National data supplied by School Workforce in England: June 2016.</p>
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Age Analysis



Teaching Staff - by Age and Gender		
Age	F	M
20-29	26	11
30-39	30	17
40-49	21	9
50-59	13	8
60+	0	2
Total	90	47



Support Staff - by Age and Gender		
Age	F	M
Under 20	2	2
20-29	13	6
30-39	33	7
40-49	61	5
50-59	51	8
60+	19	10
Total	179	38

Reflections:	<ul style="list-style-type: none"> 15.3% of Teaching Staff in the MAT are aged between 50 and 60, this is in line with FTE national data of 15.6%. National data supplied by School Workforce in England: June 2016.
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Percentage of Employees that have a Disability

0.28% of the workforce have disclosed that they have a disability.

All Staff Disability	%
Disabled	0.28%
Prefer Not to Say	0.56%
Not disabled	99.16%

Grievance, Harassment, Bullying, Victimisation and Discrimination Cases

There were none.

Objectives 2017 - 2018

- Review the following MAT policies in December 2017 to ensure they are up to date and in line with current legislation:
 - Equality and Diversity Policy
 - Equality Duty Statement
- Publish the MAT Public Sector Equality Duty - 1 September 2017 and display on MAT and school websites.
- Gather monitoring data during the recruitment and selection process, ensuring the information is not issued to shortlisting panels. Monitoring the data will eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.