**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** |

**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** |