

Staff Equality Data 2014 -2015

CURRENT STAFF

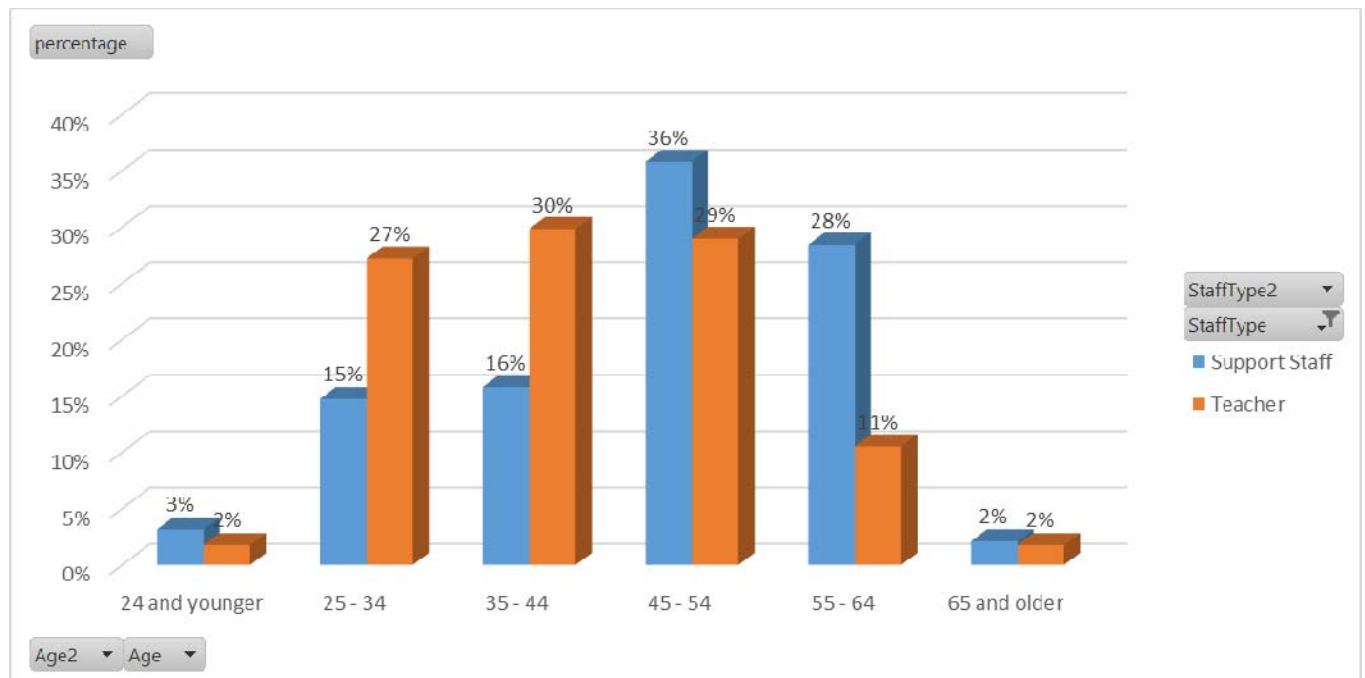
1. WORKFORCE DIVERSITY

(Figures reflect actual headcount not FTE)

1.1 Age Distribution

Row Labels	Column Labels				Total percentage	Total number
	Support Staff		Teacher			
	percentage	number	percentage	number		
24 and younger	3.16%	3	1.75%	2	2.39%	5
25 - 34	14.74%	14	27.19%	31	21.53%	45
35 - 44	15.79%	15	29.82%	34	23.44%	49
45 - 54	35.79%	34	28.95%	33	32.06%	67
55 - 64	28.42%	27	10.53%	12	18.66%	39
65 and older	2.11%	2	1.75%	2	1.91%	4
Grand Total	100.00%	95	100.00%	114	100.00%	209

1.2 Age Distribution %

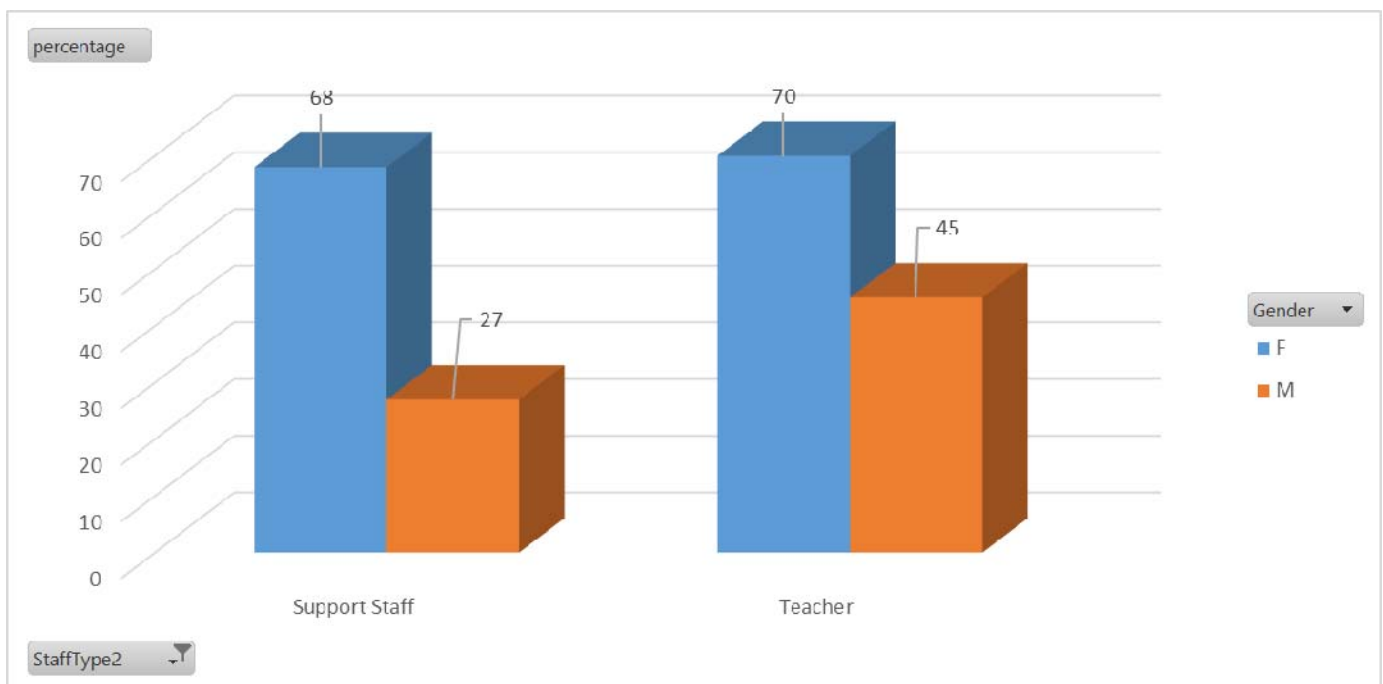


1.3 Gender Distribution

Row Labels	Column Labels				Total percentage	Total number
	F percentage	number	M percentage	number		
Support Staff	68	71.58%	27	28.42%	95	100.00%
Teacher	70	60.87%	45	39.13%	115	100.00%
Grand Total	138	65.71%	72	34.29%	210	100.00%

This is higher than the national figures for secondary academies that show that 62 % of teaching staff in secondary schools are female.

1.4 Gender Distribution %

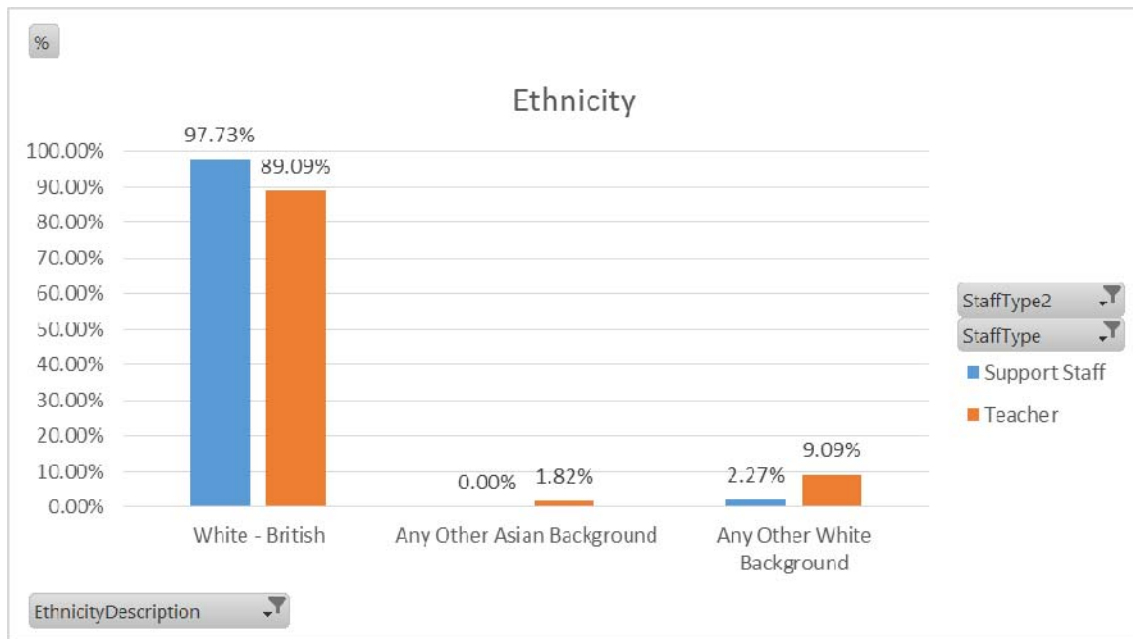


1.5 Ethnicity Distribution

Of those who gave the data:

%	Column Labels		
	Support Staff	Teacher	Grand Total
White - British	97.73%	89.09%	92.93%
Any Other Asian Background	0.00%	1.82%	1.01%
Any Other White Background	2.27%	9.09%	6.06%
Grand Total	100.00%	100.00%	100.00%

1.6 Ethnicity Distribution %



Our ethnicity distribution is dominated by White British and Irish. According to the School Workforce Census 2014 88.4% of male teachers and 86.3 % of female teachers were from White British or White Irish origin.

Disability

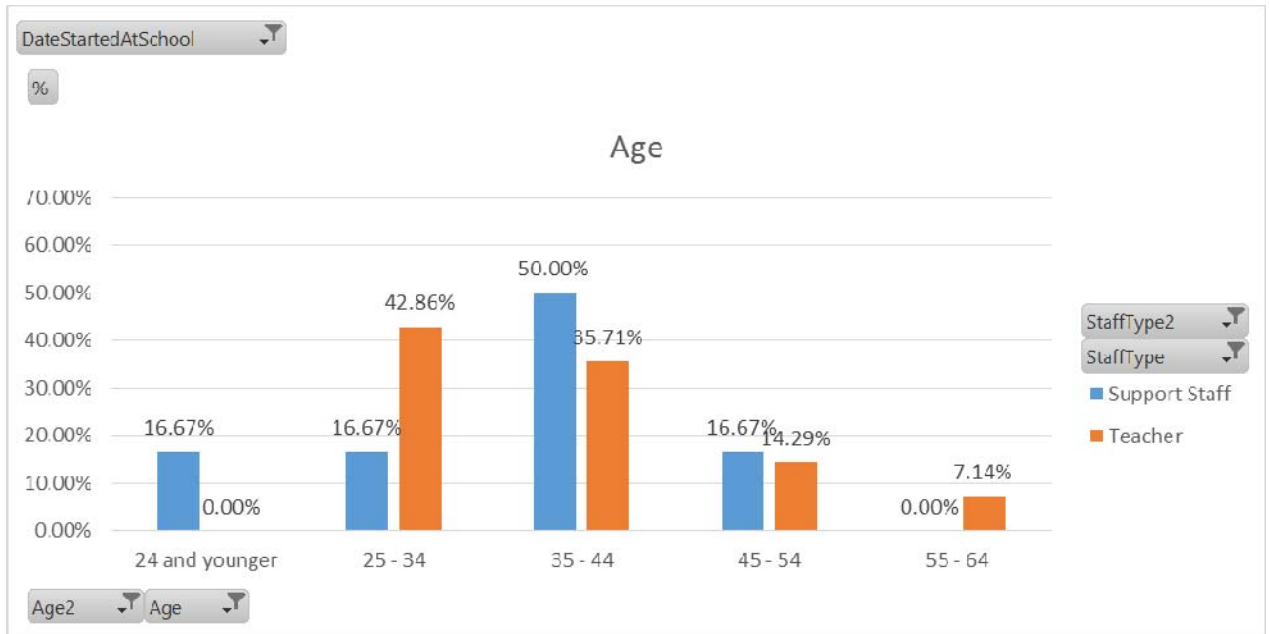
There are approximately 10 million people in the UK with a disability, this equates to around 18% of the population. Estimates show that 1 in 3 people in the UK either have a disability or are close to or caring for someone who does.

Our sources of data about disability are pre-employment questionnaires and declaration by employees including cases where the School put reasonable adjustments in place to accommodate the medical condition of members of staff. Currently none of our staff have a condition that is considered to have a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

2. New Starters (since September 2014)
2.1 Age

Row Labels	Column Labels				Total %	Total Count of Age2
	Support Staff		Teacher			
	%	Count of Age2	%	Count of Age2		
24 and younger	16.67%	1	0.00%	1	5.00%	1
25 - 34	16.67%	1	42.86%	6	35.00%	7
35 - 44	50.00%	3	35.71%	5	40.00%	8
45 - 54	16.67%	1	14.29%	2	15.00%	3
55 - 64	0.00%		7.14%	1	5.00%	1
Grand Total	100.00%	6	100.00%	14	100.00%	20

Age Distribution %



2.2 Gender

Row Labels	Column Labels				Total %	Total Count
	Support Staff	Teacher	Support Staff	Teacher		
	%	Count	%	Count		
F	70.00%	7	35.71%	5	50.00%	12
M	30.00%	3	64.29%	9	50.00%	12
Grand Total	100.00%	10	100.00%	14	100.00%	24

