

Staff Equality Data 2011

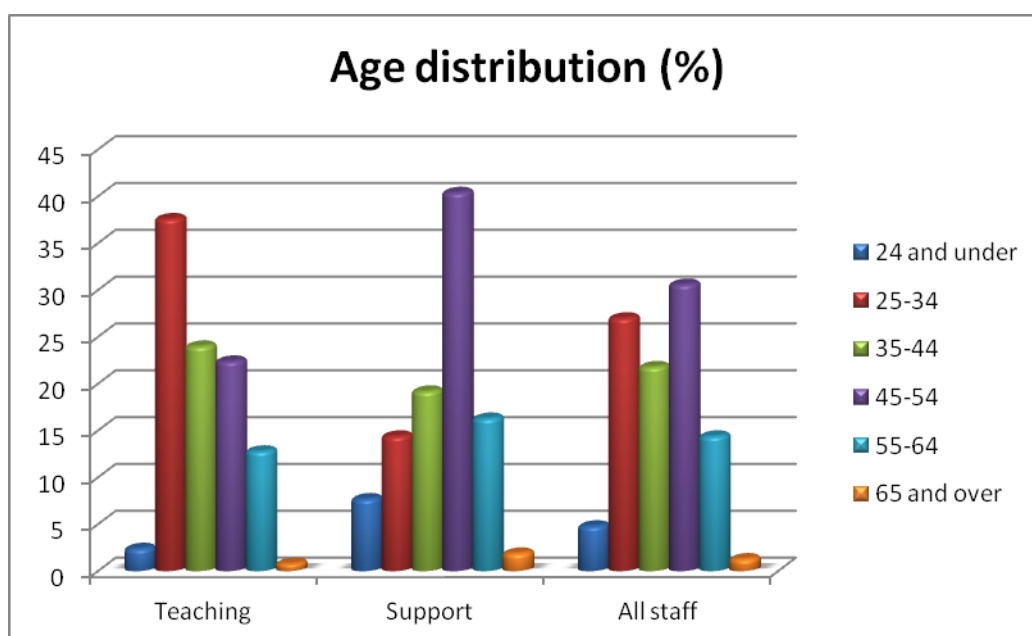
CURRENT STAFF

1. WORKFORCE DIVERSITY¹

(Figures reflect actual headcount not FTE)

1.1 Age Distribution

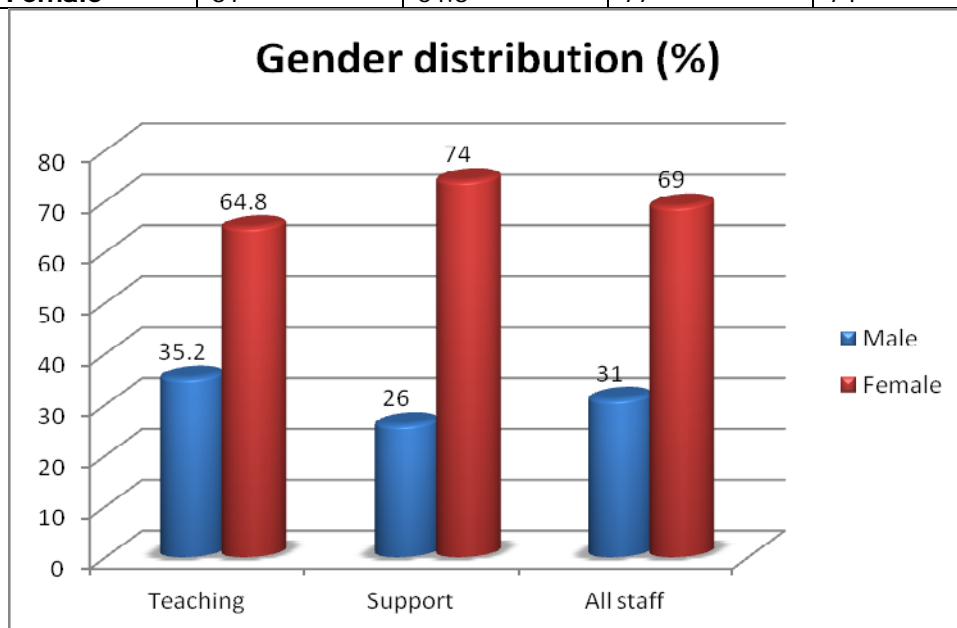
	Teaching		Support		Total
	Number	%	Number	%	%
24 and under	3	2.4	8	7.7	4.8
25-34	47	37.6	15	14.4	27
35-44	30	24	20	19.2	21.8
45-54	28	22.4	42	40.4	30.6
55-64	16	12.8	17	16.3	14.4
65 and over	1	0.8	2	1.9	1.3



¹ At the time of School Workforce Census 2011

1.2 Gender Distribution

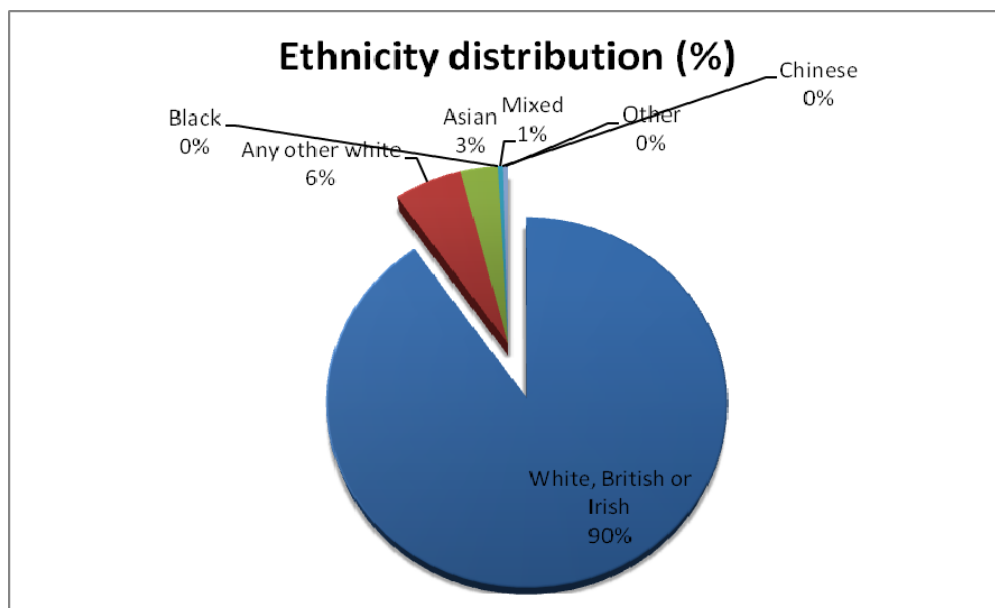
	Teaching		Support		Total
	Number	%	Number	%	%
Male	44	35.2	27	26	31
Female	81	64.8	77	74	69



This is slightly lower than the national figures that show that 72.99% of staff in secondary schools are female.

1.3 Ethnicity Distribution

	Teaching		Support		Total
	Number	%	Number	%	%
White, British or Irish	115	92	92	88.5	90.3
Any other white	6	4.8	7	6.7	5.7
Asian	4	3.2	3	2.9	3.1
Black	0	0	0	0	0
Mixed	0	0	1	0.96	0.44
Chinese	0	0	0	0	0
Other	0	0	1	0.96	0.44



Our ethnicity distribution is very similar to the national figures. According to the School Workforce Census 2010, 90.2% of male teachers and 90.4 % of female teachers were from White British or White Irish origin. The figures for support staff were only marginally lower: 87.2% of male support staff and 89.9% female staff in support roles were White British or White Irish.

The ethnic makeup of our staff is also similar to the ethnicity distribution of our students. Of all students, 88.1% are white British. There are students from 17 other ethnic groups (as identified by DCSF codes) totalling 10.8%, the largest of which are: other white background with 2.8%; mixed background 1.5% and white Asian 1.2%. There are no refugee or asylum seeker students. There is a Gypsy/Roma population of 0.1%. 1.2% of children had no ethnicity identified due to the parent/carer preferring not to say or information was not obtained. The vast majority of students, 95.9%, have English as their first language.

1.4 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. 8.46 % of our current 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.