

Staff Equality Data 2013 -2014

CURRENT STAFF

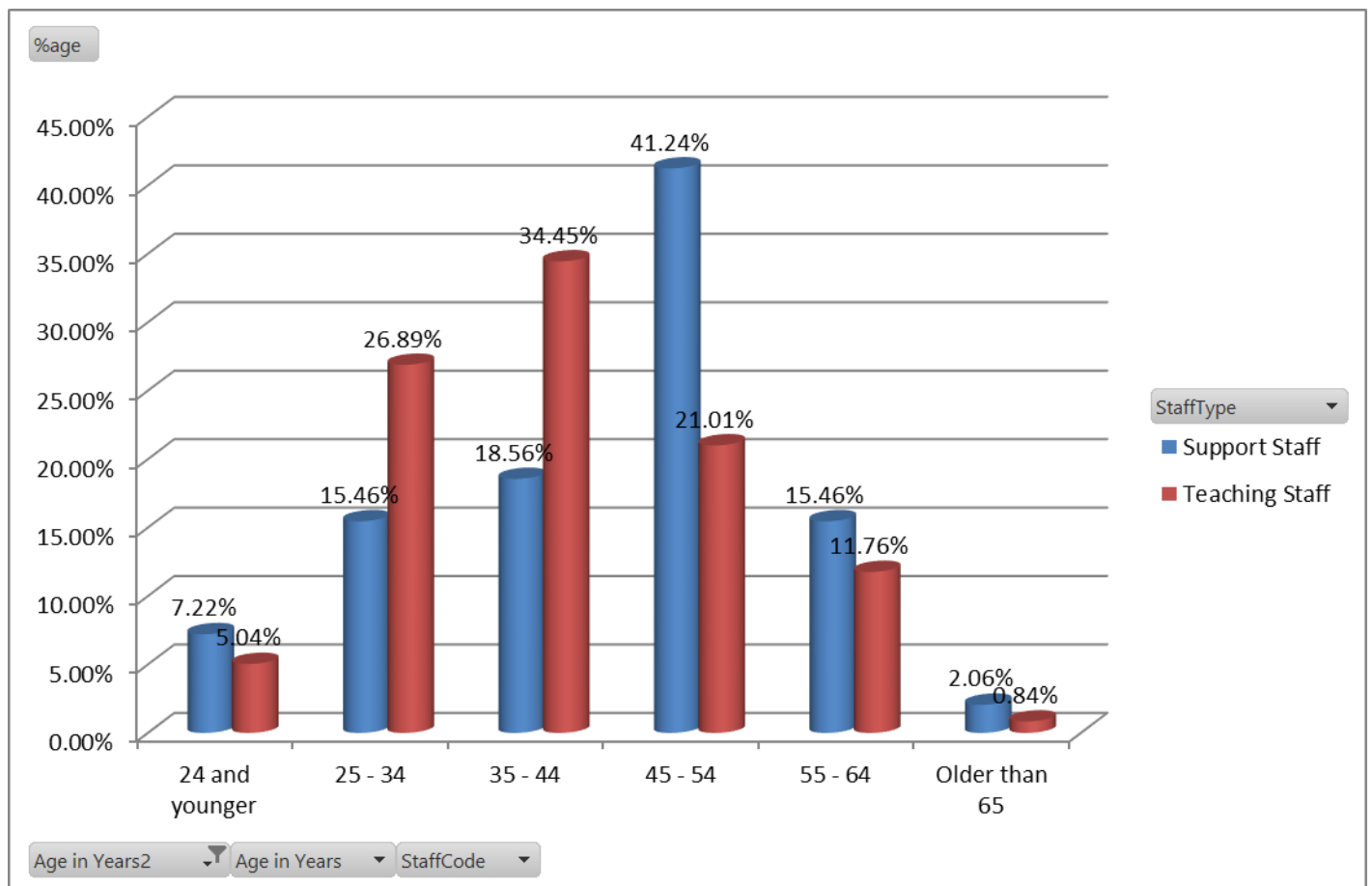
1. WORKFORCE DIVERSITY

(Figures reflect actual headcount not FTE)

1.1 Age Distribution

| Row Labels | Column Labels | | Teaching Staff | | Total %age | Total Count |
|--------------------|--------------------|-----------|----------------|------------|----------------|-------------|
| | Support Staff %age | Count | %age | Count | | |
| 24 and younger | 7.22% | 7 | 5.04% | 6 | 6.02% | 13 |
| 25 - 34 | 15.46% | 15 | 26.89% | 32 | 21.76% | 47 |
| 35 - 44 | 18.56% | 18 | 34.45% | 41 | 27.31% | 59 |
| 45 - 54 | 41.24% | 40 | 21.01% | 25 | 30.09% | 65 |
| 55 - 64 | 15.46% | 15 | 11.76% | 14 | 13.43% | 29 |
| Older than 65 | 2.06% | 2 | 0.84% | 1 | 1.39% | 3 |
| Grand Total | 100.00% | 97 | 100.00% | 119 | 100.00% | 216 |

1.2 Age Distribution %

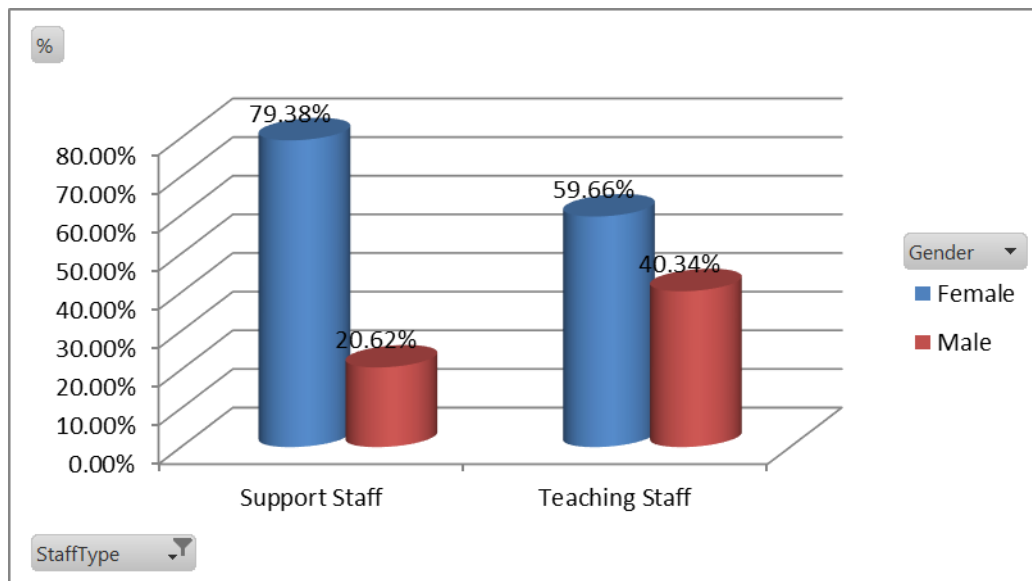


1.3 Gender Distribution

| Row Labels | Column Labels | | | | Total % | Total Number |
|--------------------|---------------|---------------|---------------|-------------|----------------|--------------|
| | Female % | Female Number | Male % | Male Number | | |
| Support Staff | 79.38% | 77 | 20.62% | 20 | 100.00% | 97 |
| Teaching Staff | 59.66% | 71 | 40.34% | 48 | 100.00% | 119 |
| Grand Total | 68.52% | 148 | 31.48% | 68 | 100.00% | 216 |

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

1.4 Gender Distribution %

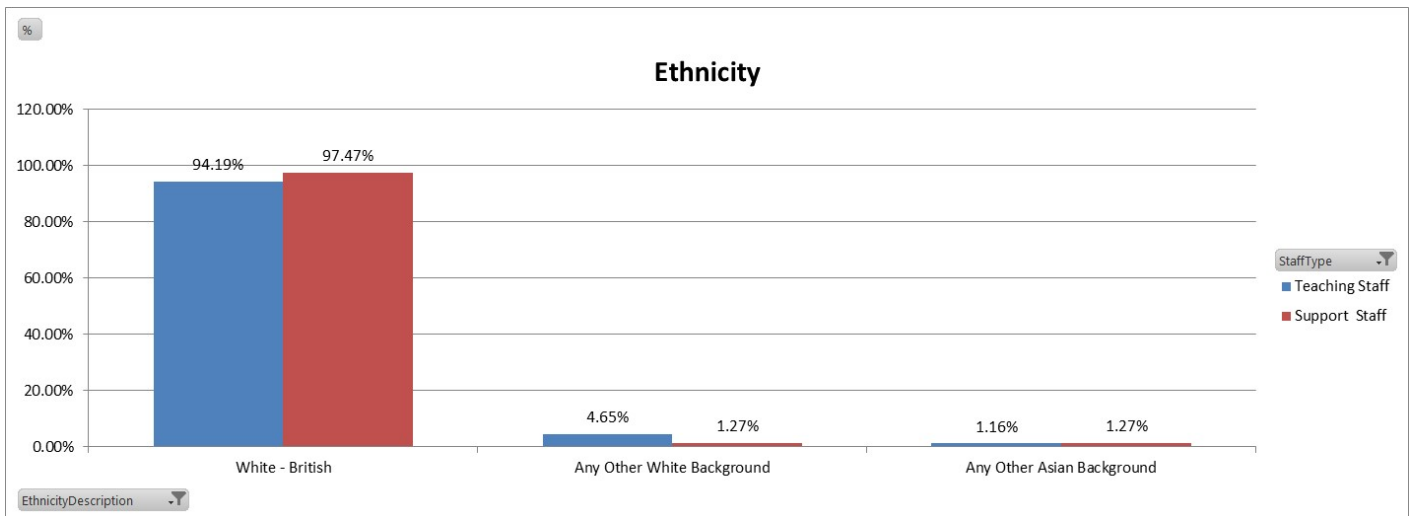


1.5 Ethnicity Distribution

Of those who gave the data:

| % | Column Labels | | |
|----------------------------|----------------|----------------|----------------|
| | Teaching Staff | Support Staff | Grand Total |
| White - British | 94.19% | 97.47% | 95.76% |
| Any Other White Background | 4.65% | 1.27% | 3.03% |
| Any Other Asian Background | 1.16% | 1.27% | 1.21% |
| Grand Total | 100.00% | 100.00% | 100.00% |

1.6 Ethnicity Distribution %



Our ethnicity distribution is very similar to the national figures. According to the School Workforce Census 2010 (there does not appear to be a more recent public release of the data), 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.

1.7 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.

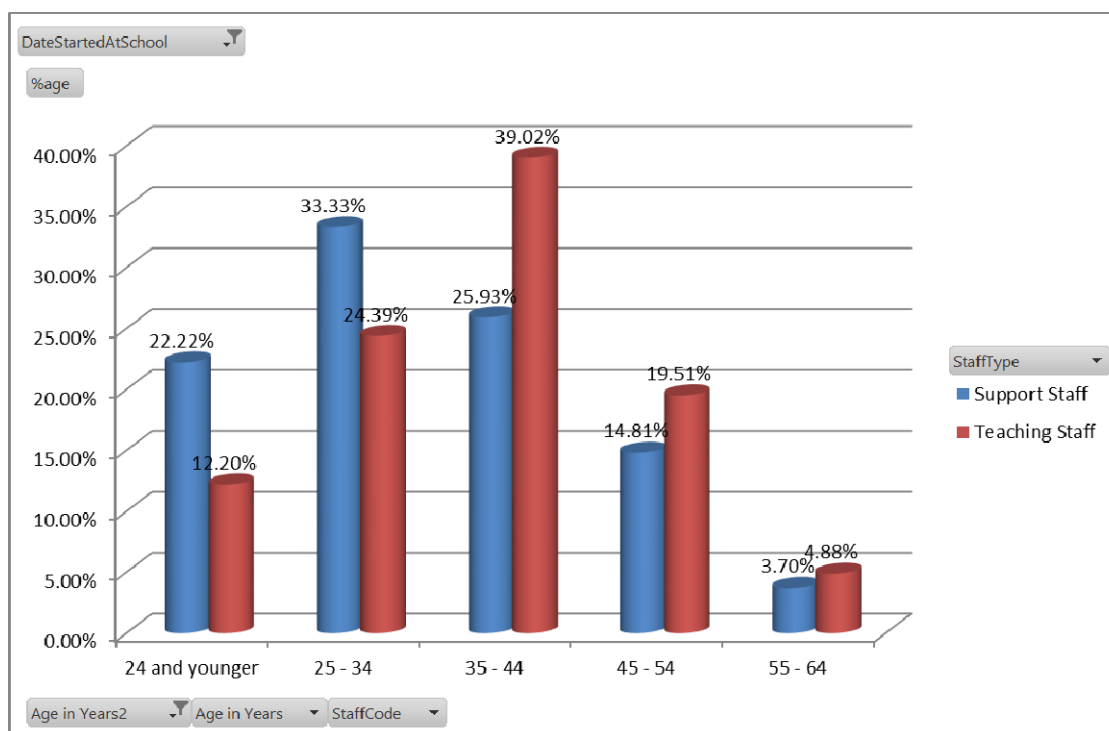
Our sources of data about disability are pre-employment questionnaires and declaration by employees including cases where the School put reasonable adjustments in place to accommodate the medical condition of members of staff. Currently none of our staff have a condition that is considered to have a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

2. New Starters (since September 2013)

2.1 Age

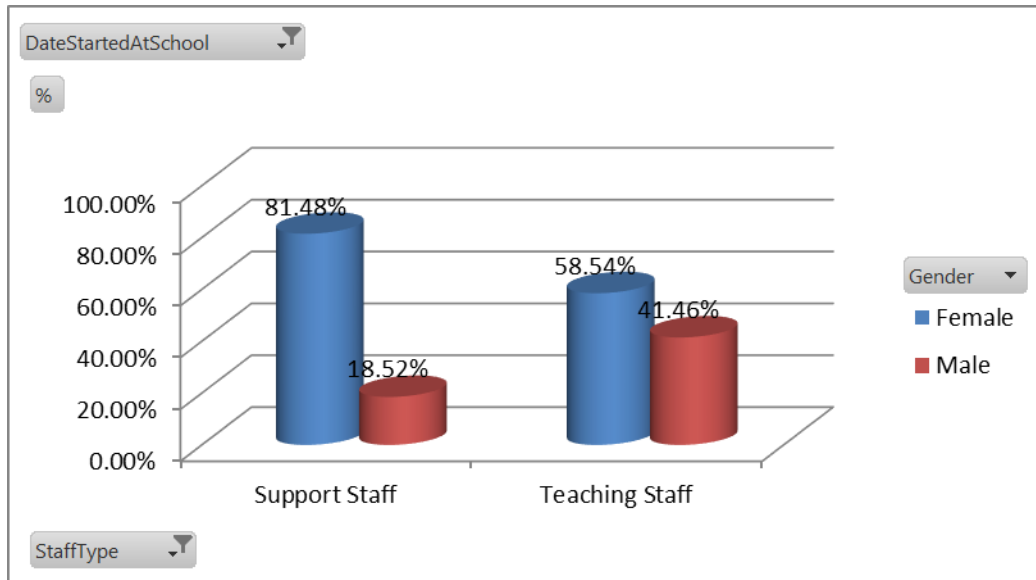
| Row Labels | Column Labels | | Teaching Staff | | Total %age | Total Count |
|--------------------|--------------------|-----------|----------------|-----------|----------------|-------------|
| | Support Staff %age | Count | %age | Count | | |
| 24 and younger | 22.22% | 6 | 12.20% | 5 | 16.18% | 11 |
| 25 - 34 | 33.33% | 9 | 24.39% | 10 | 27.94% | 19 |
| 35 - 44 | 25.93% | 7 | 39.02% | 16 | 33.82% | 23 |
| 45 - 54 | 14.81% | 4 | 19.51% | 8 | 17.65% | 12 |
| 55 - 64 | 3.70% | 1 | 4.88% | 2 | 4.41% | 3 |
| Grand Total | 100.00% | 27 | 100.00% | 41 | 100.00% | 68 |

Age Distribution %



2.2 Gender

| Row Labels | Column Labels | | | | Total % | Total Count |
|--------------------|---------------|-----------|---------------|-----------|----------------|-------------|
| | Female | Count | Male | Count | | |
| | % | | % | | | |
| Support Staff | 81.48% | 22 | 18.52% | 5 | 100.00% | 27 |
| Teaching Staff | 58.54% | 24 | 41.46% | 17 | 100.00% | 41 |
| Grand Total | 67.65% | 46 | 32.35% | 22 | 100.00% | 68 |



2.3 Ethnicity

| Row Labels | Column Labels | | |
|----------------------------|----------------|----------------|----------------|
| | Teaching Staff | Support Staff | Grand Total |
| White - British | 87.50% | 100.00% | 94.12% |
| Any Other White Background | 12.50% | 0.00% | 5.88% |
| Grand Total | 100.00% | 100.00% | 100.00% |

