**ACTIVE LEARNING TRUST**

**PUBLIC SECTOR REPORTING DUTY. STAFF PROFILE MONITORING SEPTEMBER 2016.**

1. **Employee Data**

**Full Time Part Time Total**

**Males 115 53 168**

**Females 349 694 1043**

**All Employees 464 747 1211**

**Declared disabled 11 employees (4 male 7 female)**

1. **Pay Data (full time equivalent salary)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| < £20k | | £20k -<£30k | | £30k -<£40k | | £40k - <£50k | | £50k - <£60k | | >£60k | |
| M | F | M | F | M | F | M | F | M | F | M | F |
| 65 | 667 | 31 | 173 | 46 | 141 | 8 | 41 | 4 | 14 | 14 | 7 |
| < £20k | | £20k -<£30k | | £30k -<£40k | | £40k - <£50k | | £50k - <£60k | | >£60k | |
| Non-Disabled | Disabled | Non-Disabled | Disabled | Non-Disabled | Disabled | Non-Disabled | Disabled | Non-Disabled | Disabled | Non-Disabled | Disabled |
| 725 | 7 | 202 | 2 | 187 | 0 | 49 | 0 | 18 | 0 | 19 | 2 |

1. **Promoted Internally**

|  |  |  |  |
| --- | --- | --- | --- |
| **Male** | **Female** | **Disabled** | **Ethnicity Monitoring** |
| 11 | 40 | 2 | 43 WBRI -1WIR-1BCAR- 6NOBT |

1. **Recruited**

|  |  |  |  |
| --- | --- | --- | --- |
| **Male** | **Female** | **Disabled** | **Ethnicity Monitoring** |
| 43 | 136 | 0 | 157WBRI-3AKPN-8WOTH-3BAF-2BCAR-2PAK-4NOBT |

1. **Training courses provided**

|  |  |  |  |
| --- | --- | --- | --- |
| **Male** | **Female** | **Disabled** | **Ethnicity Monitoring** |
| 245 | 1288 | 14 | 1389WBRI-7WIR-58WOTH-1APKN-61NOBT-4OOTH-5BOTH-4AOTH-1BCARR-3PAKI |

1. **Performance Related Pay awarded**

|  |  |  |  |
| --- | --- | --- | --- |
| **Male** | **Female** | **Disabled** | **Ethnicity Monitoring** |
| 38 | 248 | 2 | 268WBRI-3WIR-5WOTH-1OOTH-5NOBT-2AOTH-1BAF-1MWBC |

1. **Ethnicity Monitoring by Salary ( contains employees with multiple roles)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  | |  | |  | |  | |  |  | | |  |  | |  | |  | |  | |  | | |
|  |  |  |  |  |  |
|  | **Ethnicity** |  |  | Code |  | No of employees | < 20k | | | | £20k - <£30k | | | | | | £30k - £50k | | | | | £50k - <£60k | | | | | | >£60k | | | |
|  | Bangladeshi | | | ABAN | | 3 | 3 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Indian | | | AIND | | 0 | 0 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Any Other Asian | | | AOTH | | 7 | 4 | | | | 1 | | | | | | 1 | | | | | 0 | | | | | | 1 | | | |
|  | Pakistani | | | APKN | | 2 | 0 | | | | 0 | | | | | | 2 | | | | | 0 | | | | | | 0 | | | |
|  | Black African | | | BAFR | | 6 | 3 | | | | 1 | | | | | | 2 | | | | | 0 | | | | | | 0 | | | |
|  | Black Caribbean | | | BCRB | | 5 | 3 | | | | 1 | | | | | | 1 | | | | | 0 | | | | | | 0 | | | |
|  | Any Other Black | | | BOTH | | 3 | 3 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Chinese | | | CHNE | | 1 | 1 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Any Other Mixed | | | MOTH | | 2 | 2 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | White and Asian | | | MWAS | | 3 | 0 | | | | 1 | | | | | | 2 | | | | | 0 | | | | | | 0 | | | |
|  | White and Black African | | | MWBA | | 0 | 0 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | White and Black Caribbean | | | MWBC | | 3 | 2 | | | | 0 | | | | | | 1 | | | | | 0 | | | | | | 0 | | | |
|  | Any Other Ethnic Group | | | OOTH | | 4 | 3 | | | | 0 | | | | | | 1 | | | | | 0 | | | | | | 0 | | | |
|  | White British | | | WBRI | | 1067 | 646 | | | | 197 | | | | | | 191 | | | | | 15 | | | | | | 18 | | | |
|  | White Irish | | | WIRI | | 17 | 3 | | | | 4 | | | | | | 10 | | | | | 0 | | | | | | 0 | | | |
|  | Traveller Irish heritage | | | WIRT | | 0 | 0 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Any Other White | | | WOTH | | 35 | 19 | | | | 7 | | | | | | 7 | | | | | 1 | | | | | | 1 | | | |
|  | Gypsy/Roma | | | WROM | | 0 | 0 | | | | 0 | | | | | | 0 | | | | | 0 | | | | | | 0 | | | |
|  | Information not yet obtained or refused. | | | NOBT/Ref | | 136 | 57 | | | | 38 | | | | | | 38 | | | | | 2 | | | | | | 1 | | | |
|  |  |  |  |  |  |  | |  |  | | |  |  | |  |  | | |  |  | | | |  | |  | | |  | |

1. **Grievance, Disciplinary & Complaints of Harassment**

**Number of cases** 25 cases (12 Male. 13 Female).

1 Black/Car. 24 White British

Two grievance cases were withdrawn prior to hearing. One case related to disability recognition issues from which absence management policies are to be reviewed. No harassment cases. All other cases no equalities & diversity impact. .

1. **Pregnancy, Maternity & Family Issues**

**Number of cases** 4 cases. White British female.

Issues of flexible return- to- work requests resolved in all cases.

**OBJECTIVES FOR 2016-19**

1. Every school in the Trust will undertake equalities data reporting to its Local Governing Body and will set a minimum of one annual objective at school level in line with locally identified priorities.

2. An audit will be put in place annually of rates of completion of equalities and diversity monitoring data – with a target of 95%+ completion.

3. Advertising of roles across the Trust will aim to attract more applicants from under-represented minority groups from within the local population profile. This will include;-

* Reviewing outlets for recruitment advertisements including potential for use of local/ community organisations which may help engage with ethnic minority groups to encourage their interest in recruitment
* Inclusion of statements of encouragement within advertising campaigns to encourage more gender balanced recruitment

4. The Trust will monitor the take-up of equality & diversity awareness training to ensure all schools have a trained senior leadership representative.