

The Active Learning Trust

PUBLIC SECTOR REPORTING DUTY. ANNUAL REPORT 2018/9.

1. Employee Data. Staffing complement of the Trust

	Full Time	Part Time	Total	Known Disabled
Males	142	98	240	3
Females	319	1033	1352	4
All Employees	461	1131	1592	7

2. Pay Data (full time equivalent salary)

< £19k		£19k -<£29k		£29k -<£39k		£39k - <£49k		£49k - <£59k		>£59k	
M	F	M	F	M	F	M	F	M	F	M	F
61	659	70	351	29	165	48	129	14	30	18	18

3. Promoted Internally

Male	Female	Disabled	Ethnicity Monitoring
12	35	1	45 WBRI. 1WIRI, 2AOWB

4. Recruited

Male	Female	Disabled	Ethnicity Monitoring
46	197	3 known	222 WBRI – 4AOWB-1AOEG-1ABAN-1MWBC-7WOTH-2REFU-2BRCB-1WIRI-2MWAS

5. Training courses provided (other than whole school sessions)

Male	Female	Disabled	Ethnicity Monitoring
120	501	4 known	589WBRI-14WOTH-1BAFC-5MWBC-2AOTH-1AOEG-1AIND-1APKN-1REFU-1CHNE-1MWBA-1ABAN-1OOTH-2BCRB -

6. Performance Related Pay awarded

Male	Female	Disabled	Ethnicity Monitoring
61	284	3 Known	318WBRI-12WOTH-1BAFR-2MWBC-2AOTH-1AOEG-2APKN-2WIRI-1REFU-2ABAN-2OOTH -

7a Ethnicity Monitoring – by gender

	ABAN	AOTH	APAK	BAFR	BCRB	AIND	BOTH	CHN	MOTH	MWAS	MWBC	OOTH	WBR	WIR	WOTH	BLANK*
F	2	5	1	1	5	1	2	1	1	1	3	2	1192	12	55	68
M	0	1	3	3	3	0	0	0	0	1	1	1	197	3	7	20
Total	2	6	4	4	8	1	2	1	1	2	4	3	1389	15	62	88

*Blank, Refused or Not yet obtained.

7b. Ethnicity Monitoring - by salary category (full time equivalent salary)

Ethnicity Code	U£19k	£19-29k	£29k-£39k	£39k-£49k	£49k-£59k	£59k-£69k	£69k-£79k	£79k+
Blank	33	28	15	7	4			1
ABAN	2							
AIND				1				
AOTH	3		1	1				1
APKN		2		2				
BAFR	1	1	2					
BCRB	4	1	2		1			
BOTH		2						
CHNE		1						

MOTH	1							
MWAS			2					
OOH	3							
WBRI	639	362	161	157	36	16	8	10
WIRI	4	6	1	3				
WOTH	28	17	10	5	1			
MWBC	2	1		1	2			
TOTAL	720	421	194	177	44	16	8	12

8 Grievance, Disciplinary & Complaints of Harassment. Formal cases

Male	03	03 WRBI -Disabled Nil
Female	12	11WBRI - 1AOTH -Disabled Nil
TOTAL	15	14WBRI - 1AOTH- Disabled Nil

9. Pregnancy, Paternity/ Maternity & Family Issues

Number of disputes

No formal disputes. Informal discussions took place regarding flexible return to work arrangements and were resolved at the informal stage.

10.Commentary

The employee gender mix is 85% female-15% male. This is in line with expectations given the normal public education schools sector profile, the predominance of primary schools in the Trust, and the availability of term-time and the range of part time working opportunities attractive as family -friendly options. The latter factor is evidenced by over 90% of part time workers in the Trust being female.

There is a low level of formally recorded disability. This may hide the true overall level of disability and disability awareness being dealt with as part of HR case management.

Overall 90%+ of staff who recorded ethnic origin are White British. To a sizeable extent this is representative of ethnic diversity in parts of the Cambridge/Suffolk areas in which the Trust is based, though that is not consistently the case in some of the more diverse parts of our areas in which some Trust school are based which have a notable White European/Other presence in the communities. The Trust will need to remain vigilant that it does all that it can to encourage applicants from ethnically diverse backgrounds and recognises this is important also for the multi-cultural experiences of the children in our schools.

The higher proportion of lower paid staff (and within that the split between male and female employees in the lower paid groups) is proportionate to the level of part time working and the split between male and female part time workers. In our sector the availability of term time only and short hours of work contracts built around the school day remains particularly attractive to parents with school-age children or other home care or additional jobs arrangements.

The Trust has a good (though not yet proportionate) representation of female workers at the highest pay levels – illustrative of the number of female Headteachers and other school and central Trust senior leaders who are female.

OBJECTIVES FOR 2017-20

1. Increase understanding of equality and diversity in employment at school level by every school in the Trust setting at least one annual objective in line with their own locally identified circumstances.
2. Audit rates of completion of equalities and diversity monitoring information and promote the value of providing the data to job applicants and new employees – with a target of 95%+ completion of characteristics monitoring.

3. Advertising of roles will aim to encourage more applications from males in some roles and from under-represented minority groups from within the local population profiles including; -

- ✓ 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 and ethnicity balanced applications.

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

5. Work with partner HR IT service providers to improve the data recording mechanisms for declared disabilities and (via objective 4) encourage managerial awareness of the benefits of staff being encouraged to self-declare disability in all its forms.