

**Stratford upon Avon
School Staff Equalities
Data**

EQUALITY & DIVERSITY AT STRATFORD UPON AVON SCHOOL

Our Commitment

Stratford upon Avon School (SUAS) is committed to promoting equality and diversity in the education of our students and the employment of our staff and to avoiding unlawful discrimination in employment, the delivery of our service to students and interactions with our other customers. Under the general duties contained in the Equalities Act 2010 the school aims to:

Eliminate discrimination

- Advance equality of opportunity
- Foster good relations
- Engender 'British Values' and community cohesion

As a school providing a public sector service we are required to follow specific duties to demonstrate that we meet the general duties of eliminating discrimination; advancing quality of opportunity and fostering good relations. This includes publishing equalities data on the staff we employ.

The data contained in this report shows the protected characteristics of staff employed at SUAS during 2016 -17 and the recruitment data for this same year. The school uses this data to assess our progress in meeting our core aims as outlined in the school Equalities Policy. These are:

1. All learners are of equal value
2. We recognise, welcome and respect diversity
3. We foster positive attitudes and relationships, and a shared sense of belonging
4. We observe good equalities practice, including staff recruitment, retention and development
5. We aim to reduce and remove existing inequalities and barriers.
6. We consult and involve widely
7. We strive to ensure that society will benefit.

SUAS Staff by Ethnicity

AIND	Indian	0.94%
APKN	Pakistani	0.47%
BAFR	Black African	0.47%
CHNE	Chinese	0.47%
MWBC	White & Black Caribbean	0.47%
NOBT	Undisclosed	6.60%
WBRI	White British	84.43%
WIRI	White Irish	0.94%
WOTH	White Other	5.19%

Ethnicity split by Management

AIND	Indian	1.43%
APKN	Pakistani	1.43%
BAFR	Black African	0.00%
CHNE	Chinese	0.00%
MWBC	White & Black Caribbean	1.43%
NOBT	Undisclosed	4.29%
WBRI	White British	88.57%
WIRI	White Irish	0.00%
WOTH	White Other	2.86%

Ethnicity split for Training Courses

AIND	Indian	0.00%
APKN	Pakistani	0.00%
BAFR	Black African	0.00%
CHNE	Chinese	0.00%
MWBC	White & Black Caribbean	1.28%
NOBT	Undisclosed	3.85%
WBRI	White British	91.03%
WIRI	White Irish	0.00%
WOTH	White Other	3.85%

SUAS Staff by Gender

Male	73	34.43%
Female	139	65.57%

Gender split by Support Staff

Male	30	26.55%
Female	83	73.45%

Gender split by Teaching Staff

Male	43	43.43%
Female	56	56.57%

Gender split by Management

Group	%M	%F
SLT	70.00	30.00
CL's	63.64	36.36
Col Ldrs	75.00	25.00
TLRs	45.83	54.17
Support	23.53	76.47

Gender split by Training Courses

Male	37.18%
Female	62.82%

SUAS Staff by Age

18-24	5.19%
25-34	21.70%
35-44	25.94%
45-49	15.57%
50-54	12.74%
55-59	11.32%
60-64	6.13%
65 plus	1.42%

Age split for Management

18-24	0.00%
25-34	25.71%
35-44	38.57%
45-49	17.14%
50-54	8.57%
55-59	8.57%
60-64	1.43%
65 plus	0.00%

Age split for Training Courses

18-24	3	3.85%
25-34	20	25.64%
35-44	23	29.49%
45-49	16	20.51%
50-54	6	7.69%
55-59	8	10.26%
60-64	2	2.56%
65 plus	0	0.00%

SUAS staff by Disability

	Male	Female	Total	% M	% F
Yes	0	4	4	0.00%	100.00%
No	71	135	206	34.47%	65.53%
Undisclosed	2	0	2	100.00%	0.00%

Recruitment

Applicants

Applicants by Gender

Male	51	27.72%
Female	133	72.28%

Applicant Ethnicity

AIND	Indian	1	0.54%	Plus:			
APKN	Pakistani	1	0.54%	1 White & Asian			0.54%
BAFR	Black African	1	0.54%	1 White & Black African			0.54%
CHNE	Chinese	1	0.54%	1 Other Mixed Background			0.54%
MWBC	White & Black Caribbean	0	0.00%	1 Bangladeshi			0.54%
NOBT	Undisclosed	8	4.35%	1 Other Asian			0.54%
WBRI	White British	144	78.26%	3 Caribbean			1.63%
WIRI	White Irish	2	1.09%	1 Other Ethnic Group			0.54%
WOTH	White Other	17	9.24%				

Applicant Disability

Yes	10	5.43%
No	170	92.39%
Undisclosed	4	2.17%

Applicants by Age

18-24	23	12.50%
25-34	0	0.00%
35-44	34	18.48%
45-49	48	26.09%
50-54	42	22.83%
55-59	23	12.50%
60-64	4	2.17%
65 plus	5	2.72%
Undisclosed	5	2.72%

Recruitment

Appointments

Appointments by Gender

Male	8	26.67%
Female	22	73.33%

Ethnicity by Appointment

AIND	Indian	0.00%
APKN	Pakistani	0.00%
BAFR	Black African	0.00%
BCRB	Black Caribbean	0.00%
CHNE	Chinese	3.33%
MWBC	White & Black Caribbean	0.00%
NOBT	Undisclosed	3.33%
WBRI	White British	86.67%
WIRI	White Irish	0.00%
WOTH	White Other	6.67%
	Asian Other	0.00%
	Other Mixed	0.00%

Appointments by Age

16-24	16.67%
25-29	16.67%
30-39	26.67%
40-49	20.00%
50-59	20.00%
60-64	0.00%
65 plus	0.00%

Local Population from 2011 Census (Stratford upon Avon District)

Ethnic Minority Background	%
White	94.4
Mixed	0.8
Asian	1
Black	0.2
Other	3.6
Undisclosed	0

Disability	%
Yes	4.6
No	95.4
Undisclosed	0

Gender	%
Male	49
Female	51
Undisclosed	0

Age	%
18-24	7.9
25-34	13.1
35-44	19.3
45-49	11.5
50-54	10.4
55-59	9.8
60-64	11.2
65 plus	17
Undisclosed	0