



**Burton Borough School**  
A specialist arts college



# Workforce Equality Information

As at 31<sup>st</sup> December 2016

# Introduction

Burton Borough School recognises the need to understand the impact of its employment policies and practices on people protected characteristics in order to achieve the aims of the general and specific equality duties introduced by the Equality Act (2010).

This report provides a profile of the workforce as at 31<sup>st</sup> December 2016. Regular monitoring of the workforce information is undertaken in order to identify any negative trends or issues and underpins the school's commitment to ensuring its employment practices and procedures are free from discrimination and prejudice.

## SECTION 1- WORKFORCE PROFILE

Employee data reports quoted are generated as at 30 January, unless otherwise stated. Casual and Agency staff are excluded.

### **1.1 Workforce profile**

		<b>31 December 2016</b>
Headcount		165
Full Time (Teaching and whole year support staff)		139.1

### **1.2 Representation, by gender**

<u>Workforce: FTE</u>		<b>31 December 2016</b>
Male		24.2%
Female		75.8%

### **1.3 Ethnicity**

<u>Ethnicity</u>		<b>31 December 2016</b>
Black, Asian and minority ethnic groups		3.6%
Not stated		0%
White		96.4%

- As at 31 December 2016, 6 (3.6%) of employees indicated they were from black, Asian or minority ethnic groups
- This level of representation is currently below that of the Borough's working population of 5% (2001 Census).

#### **1.4 Age range**

The table below provides a comprehensive breakdown of the age profile of the workforce:

<u>Age Range</u>	<b>31 December 2016 Number</b>	<b>31 December 2016 Percentage</b>
16 – 24	6	3.6%
25 – 34	26	15.9%
35 – 44	35	21.4%
45 – 54	46	27.6%
55 – 64	45	27.3%
65+	7	4.2%

#### **1.5 Workforce representation on sexual orientation and religion and belief:**

Workforce data on these protected characteristics has not been routinely collected. Any employee issues would normally be picked up and addressed informally by line-managers with the support of the Human Resources Advisory Team.

#### **1.6 Salary distribution of all employees by protected characteristics**

All staff with protected characteristics are on the Teaching Main Scale so there is no discrimination.

#### **1.7 Workforce representation on sexual orientation and religion and belief**

Workforce data on these protected characteristics has not been routinely collected. Any employee issues would normally be picked up and addressed informally by line-managers with the support of Human Resources Advisory Team.

The equalities analysis activity conducted in August 2011 during the development of new flexible work policy 'FlexiWork Deal' identified the need to routinely collect this information from staff. Stand recruitment applications forms have now been up-dated to include monitoring forms collecting the full range of protected characteristics and these were introduced for all external recruitment from 1<sup>st</sup> March 2012.

### **1.8 Indication of issues for transsexual staff**

As above, workforce data on this protected characteristic is not routinely collected. Any employee issues would normally be picked up and addressed informally by line-managers with the support of Human Resources Advisory Team.

However, the Council recognises that transgender people can face distinct and specific challenges that sometimes need to be addressed separately. Informal engagement with organisations such as 'Gender Matters', which was originally established as 'Trans Shropshire' in June 2003 has taken place in the past for advice on a specific transgender case, which involved transitioning at work.

## **SECTION 2 – GENDER PAY GAP INFORMATION**

### **2.1 Pay Gap Information**

Pay gap information reflects the large number of women employed in lower paid and part time employment. Work is currently being carried out to develop a new grading structure which will address many issues reflected in the pay gap.