

The Active Learning Trust

PUBLIC SECTOR REPORTING DUTY. ANNUAL REPORT 2020/21.

1. Employee Data. Staffing complement of the Trust

	Full Time	Part Time	Total	Known Disabled Recorded
Males	155	103	258	0
Females	339	1088	1427	2

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
29	342	105	688	34	164	48	161	22	47	20	25

3. Promoted Internally

Male	Female	Disabled	Ethnicity Monitoring
15	42	2	50WBRI, 3WOTH, 1 MOTH 3AOTH

4. Recruited

Male	Female	Disabled	Ethnicity Monitoring
52	214	1	241WBRI,8WOTH,1AOTH,1OOTH,3ABAN, 1AOWB 1BOTH,2REFU,1MWAB,5MOTH,1CHN,1B AFR,1WIRI

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

Male	Female	Disabled	Ethnicity Monitoring
155	557	8	671WBRI, 3OOTH,4MWBC,14WOTH,2BAFR,11AOTH,2REFU 2WIRI,1CHN,1ABAN,1MOTH

6. Performance Related Pay awarded

Male	Female	Disabled	Ethnicity Monitoring
74	298	2	341WBRI, 12WOTH, 2BAFR,1REFU,1AOTH,3MBWC,1OOTH,2BCRB,1MWAS 2MOTH,1CHN,3WIRI,1ABAN,1BOTH

7a Ethnicity Monitoring – by gender

	AOTH	NOBT	APAK	BAFR	MWBA	BCRB	AIND	BOTH	CHN	MOTH	MWAS	MWBC	OOTH	WBRI	WIR	WOTH	BLANK*
F	6	7	1	1	1	2	1	3	1	4	1	7	3	1240	14	75	60
M	1	3	1	2	2	3	0	0	1	3	2	2	1	208	6	11	12
Total	7	10	2	3	3	5	1	3	2	7	3	9	4	1448	20	86	72

*Blank, Refused, or Awaited.

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

Ethnicity Code	U£19k	£19-29k	£29k-£39k	£39k-£49k	£49k-£59k	£59k-£69k	£69k-£79k	£79k+
Blank	21	38	9	3	1			
NOBT	4	2		3	1			
AIND					1			
AOTH	5			1				1
APKN			1	1				
BAFR	1	1		1				
BCRB	1	1	2		1			
BOTH		3						
CHNE	1		1					
MOTH	2	4		1				
MWAS			3					
OOTH	2	2						
WBRI	310	690	160	184	60	17	11	16
WIRI	3	9	4	3	1			
WOTH	19	38	14	11	4			
MWBC	2	4	2	1				
MWBA		2	1					

8 Grievance, Disciplinary & Complaints of Harassment. Formal cases

Male 0

Female 5 5 WBRI -Disabled Nil

TOTAL 5 5WBRI - Disabled Nil

Pregnancy, Paternity/ Maternity & Family Issues

Number of disputes. Nil

Informal discussions took place regarding flexible return to work arrangements and all were resolved at the informal stage.

9. 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 close to 90% of part time workers in the Trust being female.

There is a very 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. There are currently no formal reporting requirements relating to disabilities.

Overall 91%+ of staff who recorded ethnic origin are White British. There has been a slight increase in the non-White British recruitment in 2019/20 which now represents 10% of recruitment in that year. 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 schools.

The highest proportion of lower paid staff are female and this accords with the proportion of jobs which are held by male staff in teaching as opposed to non-teaching roles. The split between male and female employees in the lower paid groups, is reflective of the level of part time working opportunities- as is the split between male and female part time workers (10% male). In the schools 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 strong 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 (salary holders at £60k+ are 62% female).

OBJECTIVES to 2022

1. Increase understanding of equality and diversity in employment at school level by every school in the Trust continuing to set 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%+ consistent 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; -
 - ✓ Schools encouraged to review 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. Monitoring that all new school leaders undertake webinar training on equality & diversity in recruitment 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 recording all characteristics as they become mandatory reporting requirements into the future.