

## BEDFORDSHIRE SCHOOLS TRUST EQUALITY REPORT

September 2016

### Introduction

The workforce data published below is a result of an employee survey conducted in the summer term of 2016 and reflects the diversity of the Trust's workforce on the 21<sup>st</sup> July 2016. On this date the Trust employed 511 people on either permanent or temporary contracts.

The purpose of the survey was to establish an understanding of the diversity of the Trust's employees and in particular to understand how many of our employees exhibit each of the characteristics protected by the Equality Act 2010. The Trust will now use this data to help to shape future policies and initiatives to encourage diversity in the workplace.

Definitions of the nine protected characteristics may be found in Appendix A.

The Trust is required to publish diversity data under the terms of the Public Sector equality Duty and this report should be read in conjunction with the Trust's Equality Policy.

### Protected Characteristics – Sex & Gender Reassignment

65.2% (333) of our employees responded to the confidential survey. Of the respondents, 75.4% were female, 22.8 % male and 1.8% preferred not to say. 50.66% of the local population are female according to the 2011 census.

	NUMBER	% of Respondents
Male	76	22.8
Female	251	75.4
Did not wish to declare	6	1.8
Is your Gender the same as the one assigned at your birth?	NUMBER	% of Respondents
Yes	321	96.4
No	1	0.3
Did not wish to declare	11	3.3

The Department of Education study *School workforce: November 2013* found that nationally 80% of school employees are female. This is further analysed to demonstrate that 92% of Teaching Assistants, 82% of Support staff and 73.6% of teachers nationally are female. Therefore the data above is in line with the National data for school based staff.

### Protected Characteristic - Age

The majority of the Trust's employees are between the ages of 31 and 60 years. 21 year olds and under are underrepresented in the workforce but this is partly due to the qualification routes for teachers, who make up 49.5% of our employees, and the low

availability of apprenticeships across the Trust. 1.8 % of the respondents are over 65 years old; a further 1.8% did not wish to declare their age.

	<b>NUMBER</b>	<b>% of Respondents</b>
16/17	0	0
18-21	0	0
22-30	44	13.2
31-40	64	19.2
41-50	115	34.5
51-60	92	27.6
61-65	7	2.1
66-70	3	0.9
71+	3	0.9
Did not wish to declare	6	1.8

### **Protected Characteristic –Sexual Orientation**

7.2 % of the respondents chose not to declare their sexual orientation. 90.1% of respondents consider themselves to heterosexual which is very similar to the 2011 Census data, where 93.5% of the local population stated that they were heterosexual.

	<b>NUMBER</b>	<b>% of Respondents</b>
Heterosexual/Straight	300	90.1
Bisexual	2	0.6
Lesbian/Gay	4	1.2
Other	3	0.9
Did not wish to declare	24	7.2

### **Protected Characteristic - Disability**

When asked if they considered themselves to have a disability, 4.5% of the respondents said yes, this is lower than the local population where the figure is 15%.

	<b>NUMBER</b>	<b>% of Respondents</b>
Yes	15	4.5
No	307	92.2
Did not wish to declare	11	3.3

### **Protected Characteristic - Race**

The largest ethnic group employed by the Trust may be described as white British/English/Welsh/Scottish/Northern Irish. 87.7% of respondents fell in to this group which compares well to the 88.76% reported for the local community and 88% nationally for school based staff (2013).

The data therefore suggests that the ethnic diversity of the Trust does accurately reflect the population that we serve.

	<b>NUMBER</b>	<b>% of Respondents</b>
White & Asian	3	0.9
White & Black African	0	0
Other mixed background	2	0.6
Arab	0	0
British/English/Welsh/Scottish/Northern Irish	292	87.7
Gypsy or Irish Traveller	2	0.6
Irish	0	0
Other White background	12	3.6
Bangladeshi	0	0
Chinese	0	0
Indian	9	2.7
Pakistani	1	0.3
Other Asian background	1	0.3
African	1	0.3
Caribbean	1	0.3
Other Black/African/Caribbean background	0	0
Other Ethnic background	1	0.3
Did not wish to declare	7	2.1

### **Protected Characteristic – Religion & Belief**

32.7% of the Trust's employees reported having no religion and make up the second largest group of employees. 52.6% of respondents are Christian but all the major religions are represented by at least three Trust employees (0.9%).

These figures differ markedly with the local population where 61.08% are Christian and 26.61% atheist. This was the protected characteristic that most respondents did not wish to declare, 8.1%.

	<b>NUMBER</b>	<b>% of Respondents</b>
Christian	175	52.6
Sikh	5	1.5
Hindu	4	1.2
Muslim	3	0.9
Other	10	3.0
None	109	32.7
Did not wish to declare	27	8.1

### **Protected Characteristic – Marital Status**

The data collected in relation to marital status is more detailed than the 2011 census data so it is difficult to compare the two. 51.42 % of the local population are married or in a civil partnership, 18.36% are separated and 30.22% are single.

22 or 6.6% of respondents did not declare their marital status.

The lower percentage of single people employed by the Trust may be partly explained the age range of the majority of our employees.

	<b>NUMBER</b>	<b>% of Respondents</b>
Never Married and never registered in a single sex partnership	68	20.4
Married	201	60.4
In a registered single sex partnership	0	0
Divorced	25	7.5
Formally in a single sex partnership which is legally dissolved	1	0.3
Separated but still legally married	13	3.9
Separated but still legally in a single sex partnership	0	0
Widowed	3	0.9
Surviving partner of a single sex partnership	0	0
Did not wish to declare	22	6.6

### **Protected Characteristic – Pregnancy and Maternity**

No data was gathered regarding the number of pregnancies or staff on maternity leave in July 2016. The Trust has established flexible working policies to enable employees to return to work after the birth of a child and generous maternity/paternity/parental leave arrangements.

4.2% of respondents considered themselves to be carers. This figure is very low and reflects the fact that many parents do not consider themselves to be carers unless caring for an elderly or disabled relative.

	<b>NUMBER</b>	<b>% of Respondents</b>
Yes	14	4.2
No	281	94.4
Did not wish to declare	14	4.2

### **RECRUITMENT DATA**

The diversity monitoring data was analysed from employment applications for vacancies at the Trust during June and July 2016. 70 applicants completed their monitoring form.

### **Protected Characteristics – Sex & Gender Reassignment**

	<b>NUMBER</b>	<b>% of Respondents</b>
Male	13	
Female	57	
Did not wish to declare	0	
Is your Gender the same as the one assigned at your birth?	<b>NUMBER</b>	<b>% of Respondents</b>
Yes	70	100
No	0	0
Did not wish to declare	0	0

### Protected Characteristic – Age

	<b>NUMBER</b>	<b>% of Respondents</b>
16/17	4	5.7
18-21	3	4.3
22-30	21	30.0
31-40	14	20.0
41-50	19	27.1
51-60	9	12.9
61-65	0	0
66-70	0	0
Did not wish to declare	0	0

### Protected Characteristic – Sexual Orientation

	<b>NUMBER</b>	<b>% of Respondents</b>
Heterosexual/Straight	64	91.4
Bisexual	1	1.4
Lesbian/Gay	0	0
Other	0	0
Did not wish to declare	5	7.2

### Protected Characteristic – Disability

	<b>NUMBER</b>	<b>% of Respondents</b>
Yes	3	4.3
No	66	94.3
Did not wish to declare	1	1.4

### Protected Characteristic – Race

	<b>NUMBER</b>	<b>% of Respondents</b>
White & Asian	1	1.4
White & Black African	0	0
Other mixed background	0	0
Arab	0	0
British/English/Welsh/Scottish/Northern Irish	58	82.9
Gypsy or Irish Traveller	0	0
Irish	0	0
Other White background	1	1.4
Bangladeshi	0	0
Chinese	1	1.4
Indian	4	5.7
Pakistani	0	0
Other Asian background	0	0
African	0	0
Caribbean	1	1.4
Other Black/African/Caribbean background	0	0
Other Ethnic background	0	0
Did not wish to declare	4	5.7

### Protected Characteristics – Religion & Belief

	<b>NUMBER</b>	<b>% of Respondents</b>
Christian	32	45.7
Sikh	1	1.4
Hindu	0	0
Muslim	2	2.9
Other	1	1.4
None	27	38.6
Did not wish to declare	7	10.0

### Protected Characteristic – Marital Status

	<b>NUMBER</b>	<b>% of Respondents</b>
Never Married and never registered in a single sex partnership	20	28.6
Married	35	50.0
In a registered single sex partnership	0	0
Divorced	10	14.3
Formally in a single sex partnership which is legally dissolved	0	0
Separated but still legally married	2	2.9
Separated but still legally in a single sex partnership	0	0
Widowed	0	0
Surviving partner of a single sex partnership	0	0
Did not wish to declare	3	4.3

### Protected Characteristics – Pregnancy & Maternity

Applicants are not asked to declare whether or not they are pregnant during the recruitment process. Data was gathered on those applicants performing the role of a carer.

	<b>NUMBER</b>	<b>% of Respondents</b>
Yes	8	11.4
No	48	68.6
Did not wish to declare	2	2.9

### **Definitions**

The Equality Act 2010 defines nine protected characteristics which are explained below.<sup>i</sup>

#### **Age**

Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).

#### **Disability**

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

#### **Gender Reassignment**

The process of transitioning from one gender to another.

#### **Marriage and Civil Partnership**

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

#### **Pregnancy and Maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

#### **Race**

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

#### **Religion and Belief**

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex**

A man or a woman.

**Sexual Orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

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<sup>i</sup> Source: Equality & Human Rights Commission website