



ARTHUR MELLOWS VILLAGE COLLEGE



WORKFORCE INFORMATION

PUBLIC SECTOR EQUALITY DUTY

As at 1 September 2016



PUBLIC SECTOR EQUALITY DUTY

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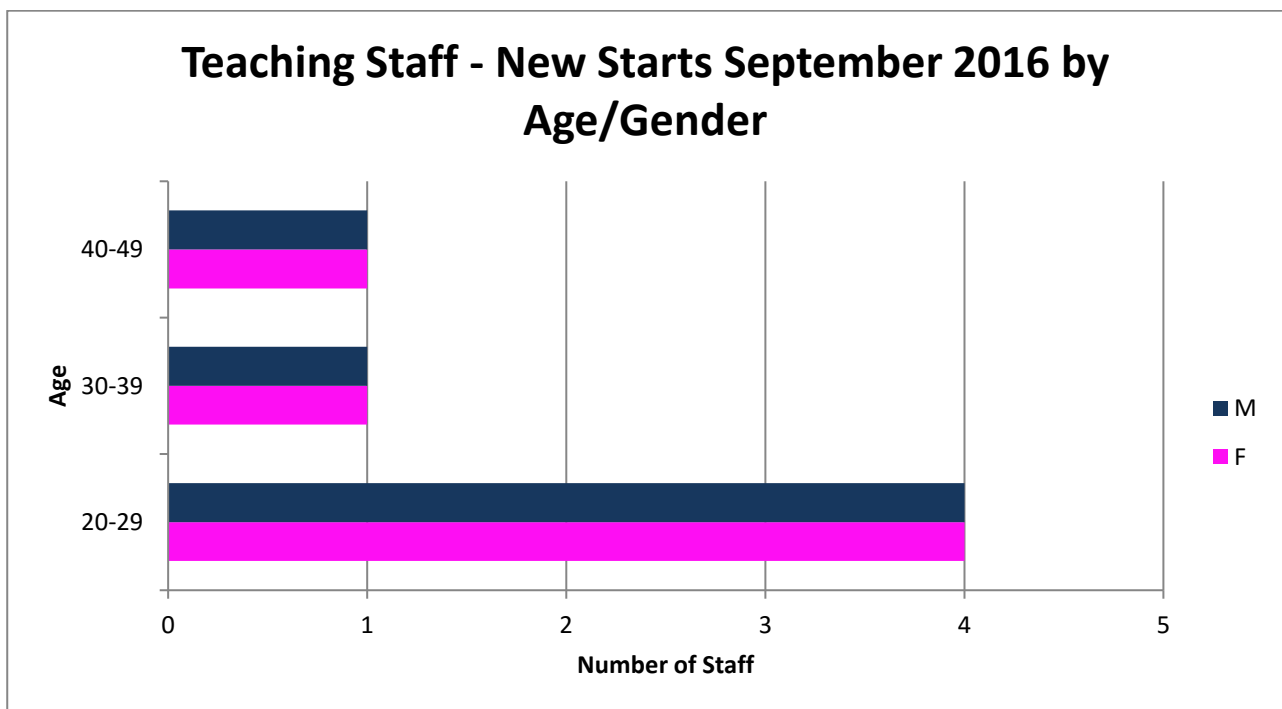
PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 places both general and specific duties on public bodies such as schools which need to be complied with in order to fulfil the requirements set out in the Equality Act. The general duty requires all public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the act.
- Advanced equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

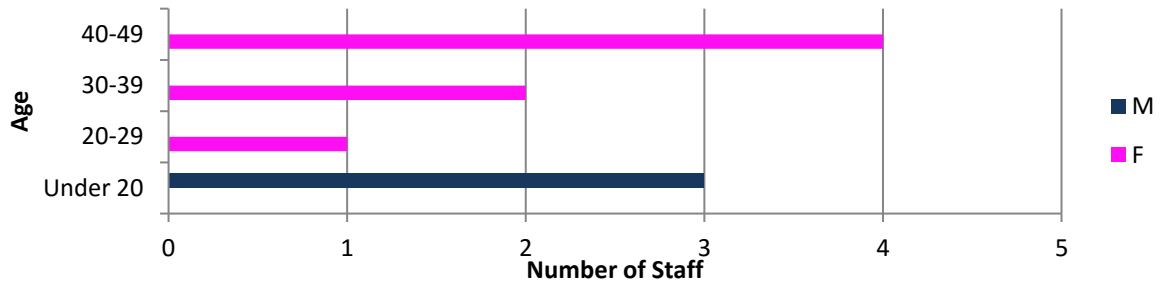
Workforce Information

Recruitment



Teaching Staff - New Starts from September 2016 by Age/Gender		
Age	F	M
20-29	4	4
30-39	1	1
40-49	1	1

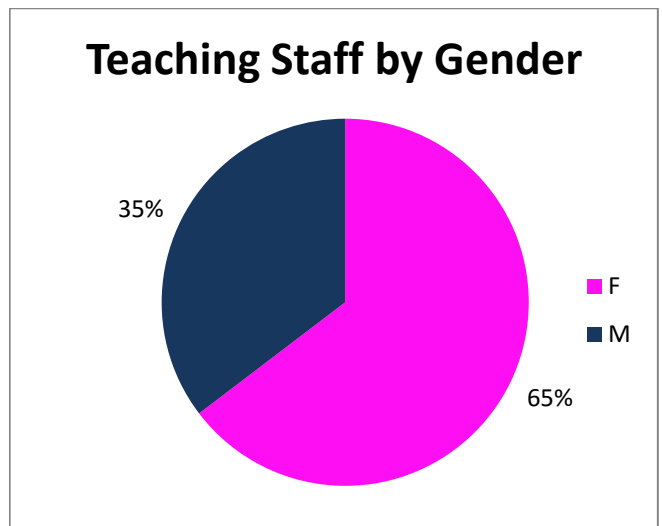
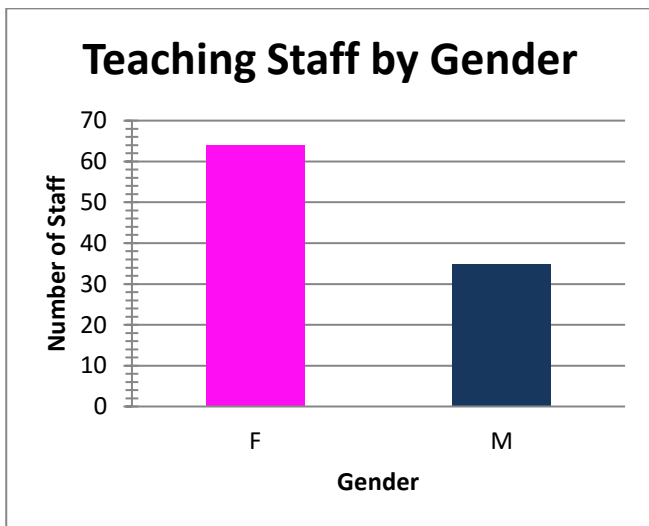
Support Staff - New Starts September 2016 by Age/Gender



Support Staff - New Starts from September 2016 by Age/Gender		
Age	F	M
Under 20	0	3
20-29	1	0
30-39	2	0
40-49	4	0

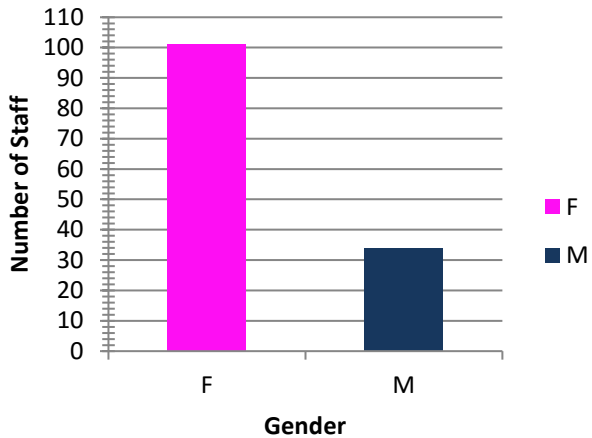
Reflections:	The Workforce profile by gender has historically had a high representation of women and this trend continues across the school as a whole. However there was an equal gender in-take in Teaching Staff in September 2016.
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Gender Analysis

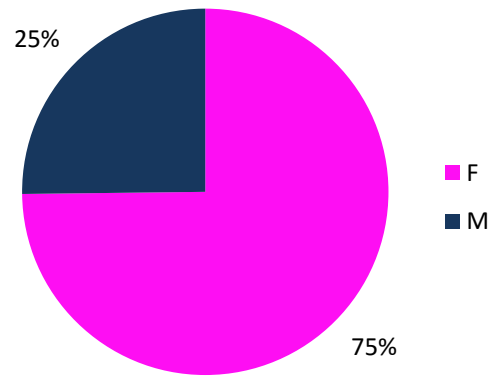


SIMS Analysis (Gender)		
Gender	Count	Percentage (%)
F	64	65%
M	35	35%
Total	99	100%

Support Staff by Gender



Support Staff by Gender



SIMS Analysis (Gender)

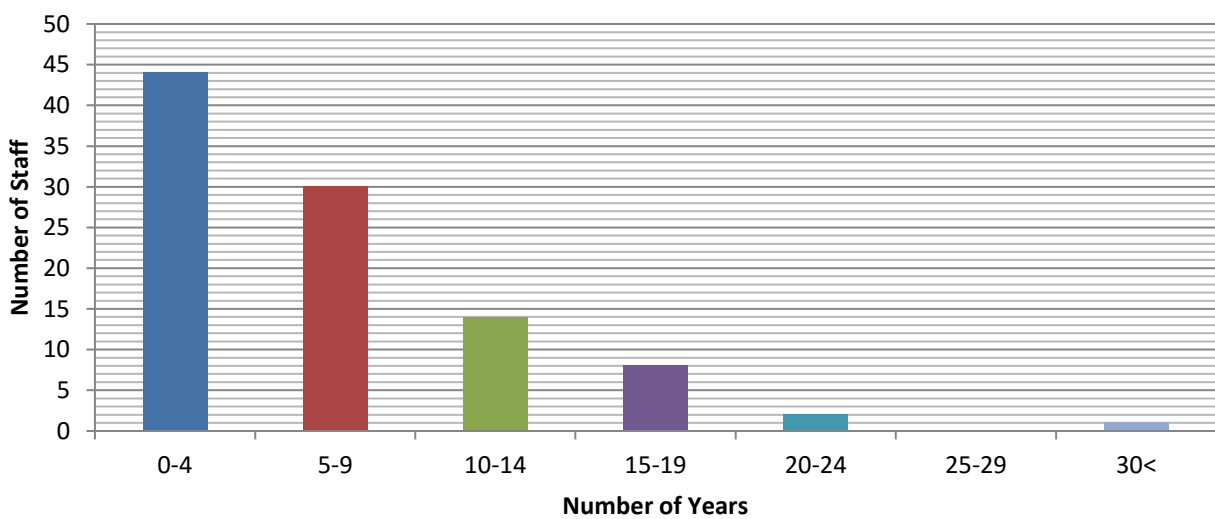
	Count	Percentage (%)
F	101	75%
M	34	25%
Total	135	100%

Reflections:

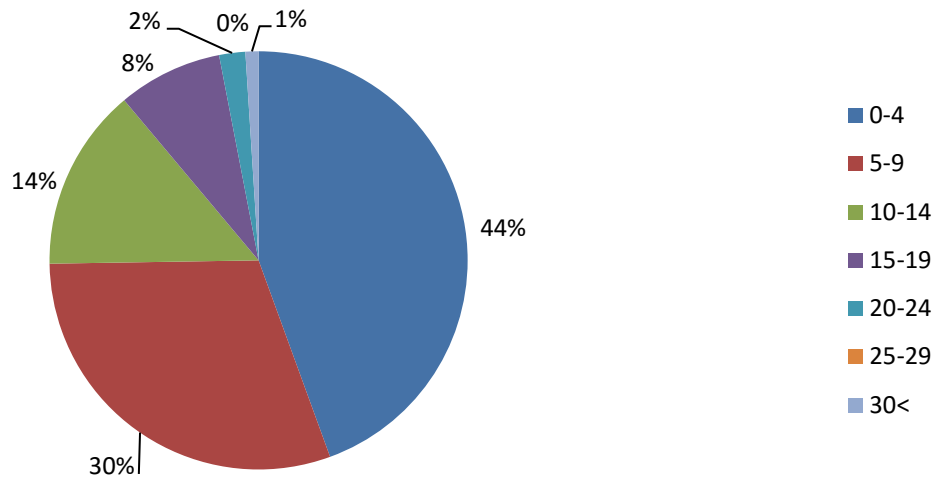
The School Workforce in England: November 2015 data highlights that 62.4% of secondary school teachers were female whilst 82% of support staff were female. The school's data is in line with the national picture.

Length of Service

Teaching Staff - Length of Service by Year



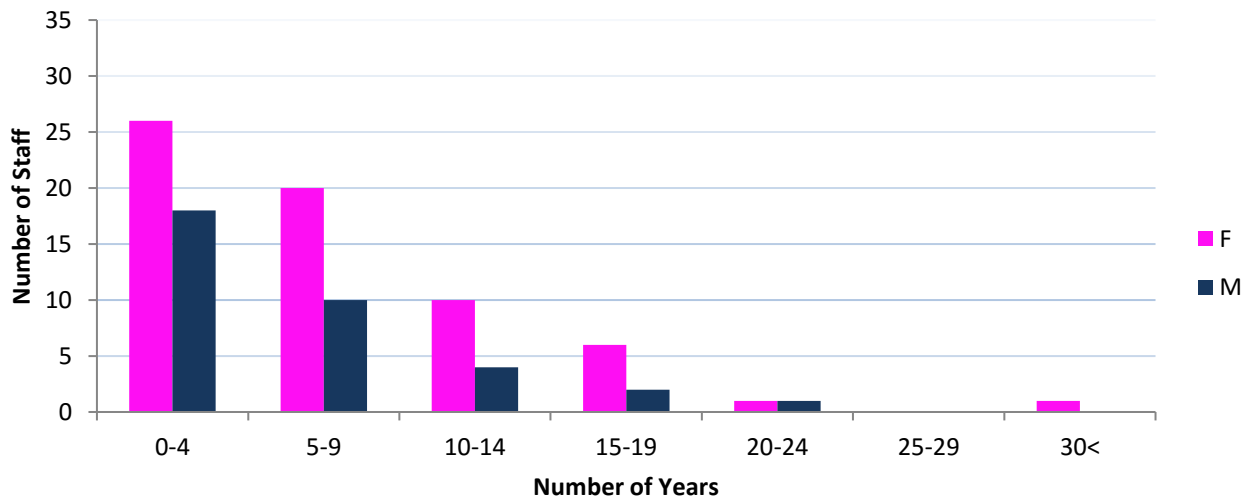
Teaching Staff - Length of Service by Year



SIMS Analysis (Length of Service)

Length of Service (years)	Count	Percentage (%)
0-4	44	44%
5-9	30	30%
10-14	14	14%
15-19	8	8%
20-24	2	2%
25-29	0	0%
30<	1	1%
Total	99	100%

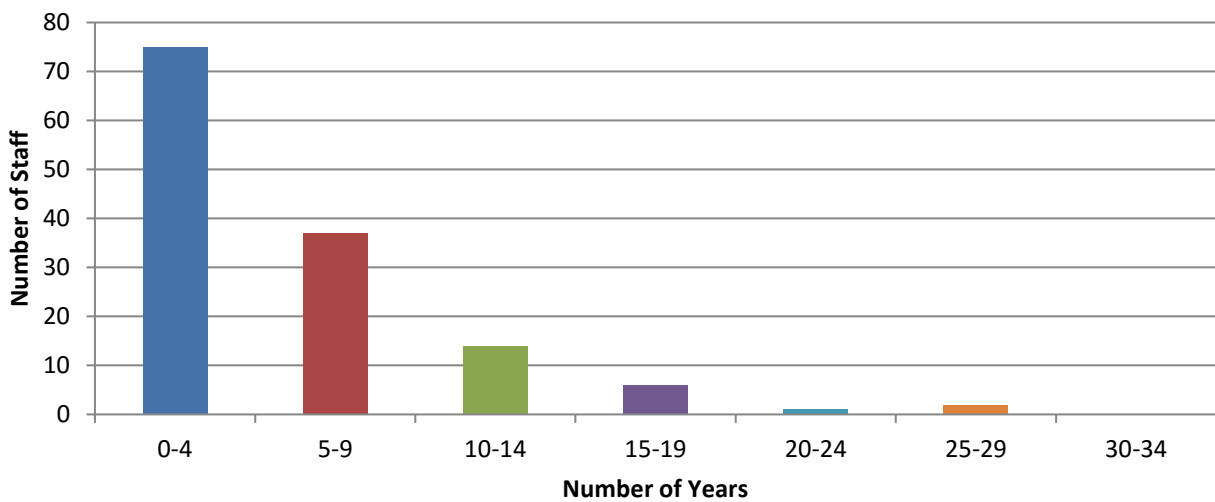
Teaching Staff - Length of Service / Gender



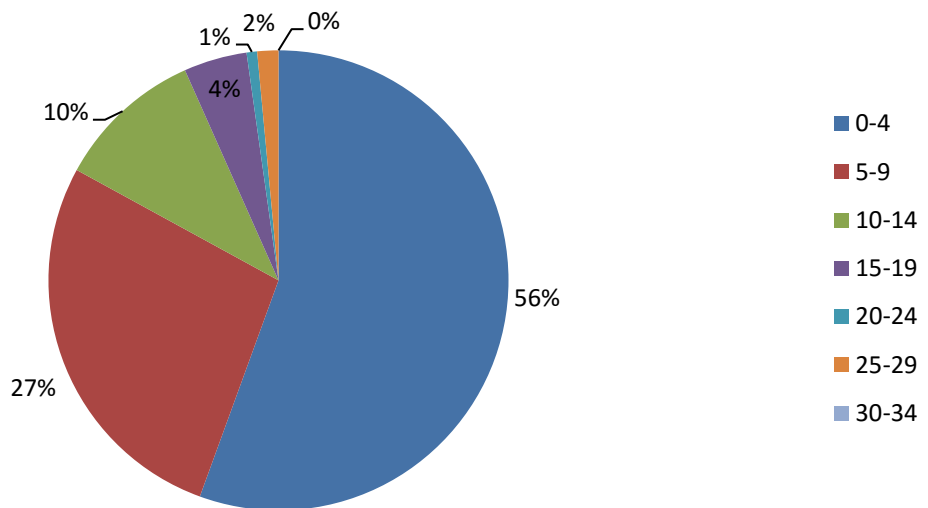
SIMS Analysis (Length of Service/Gender)

Gender	0-4	5-9	10-14	15-19	20-24	25-29	30<
F	26	20	10	6	1	0	1
M	18	10	4	2	1	0	0
Total	44	30	14	8	2	0	1

Support Staff - Length of Service by Year



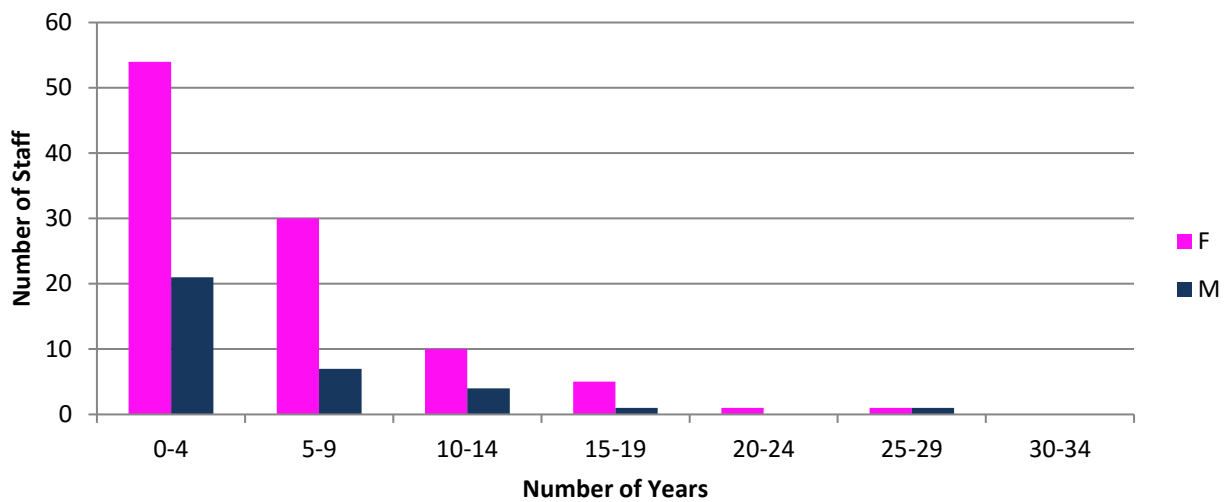
Support Staff - Length of Service by Year



SIMS Analysis (Length of Service)

Length of Service (years)	Total	Percentage (%)
0-4	75	55.56%
5-9	37	27.41%
10-14	14	10.37%
15-19	6	4.44%
20-24	1	0.74%
25-29	2	1.48%
30-34	0	0.00%
Total	135	100%

Support Staff - Length of Service / Gender

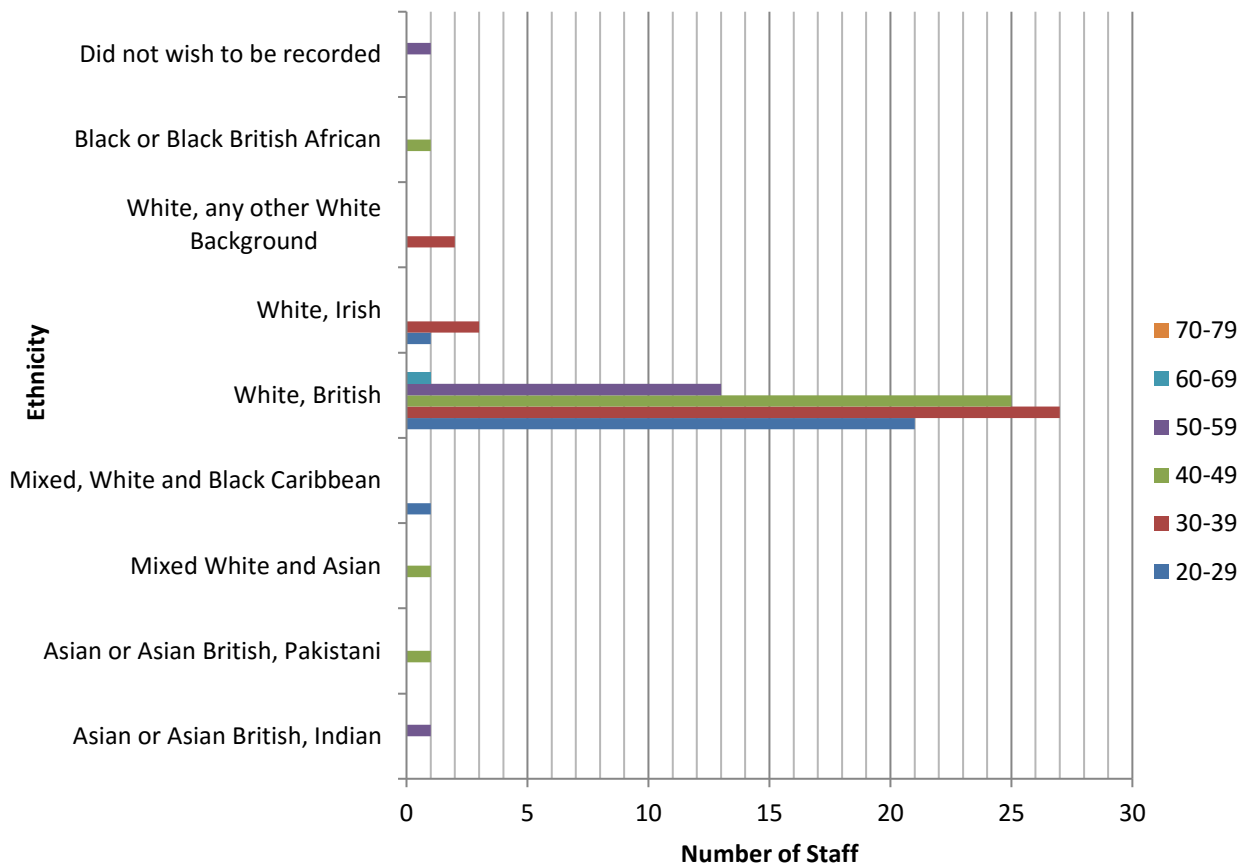


SIMS Analysis (Gender / Length of Service)

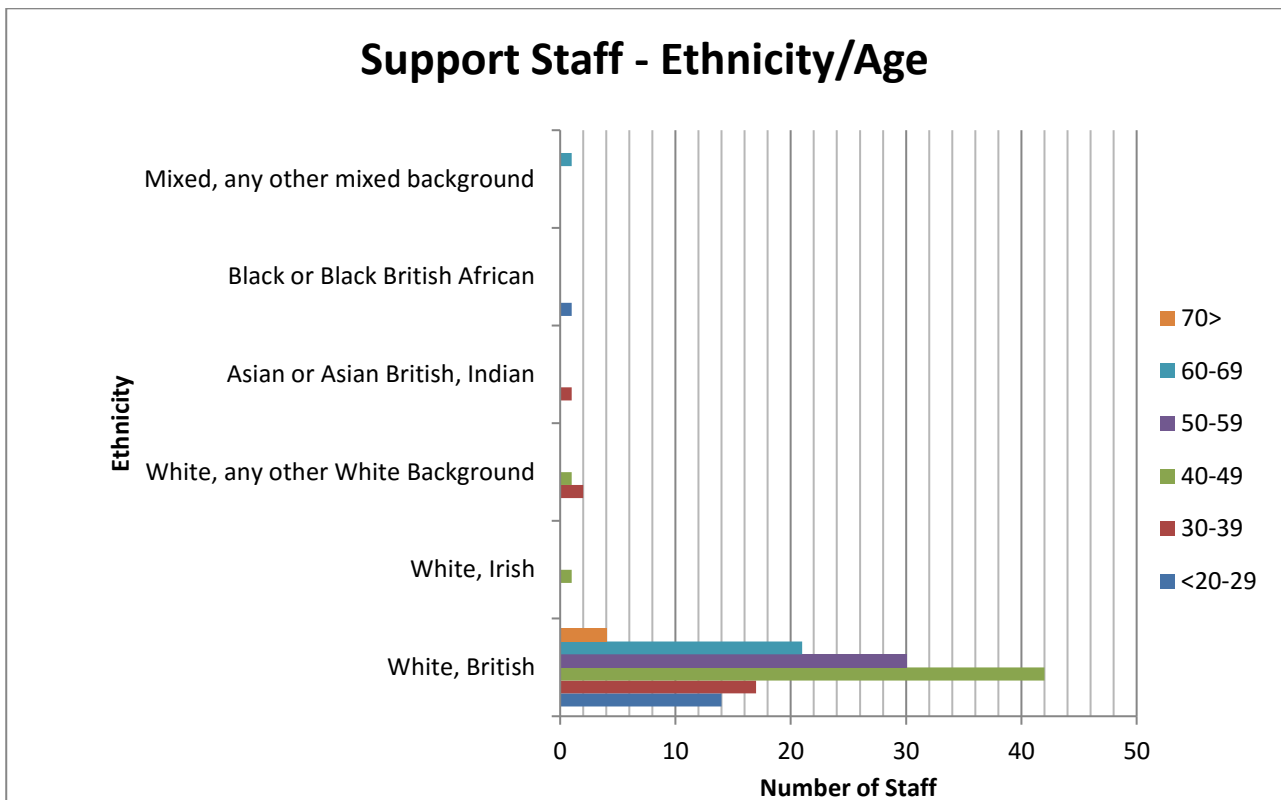
Gender	0-4	5-9	10-14	15-19	20-24	25-29	30-34
F	54	30	10	5	1	1	0
M	21	7	4	1	0	1	0
Total	75	37	14	6	1	2	0

Percentage of Employees from an Ethnic Minority

Teaching Staff - Ethnicity/Age



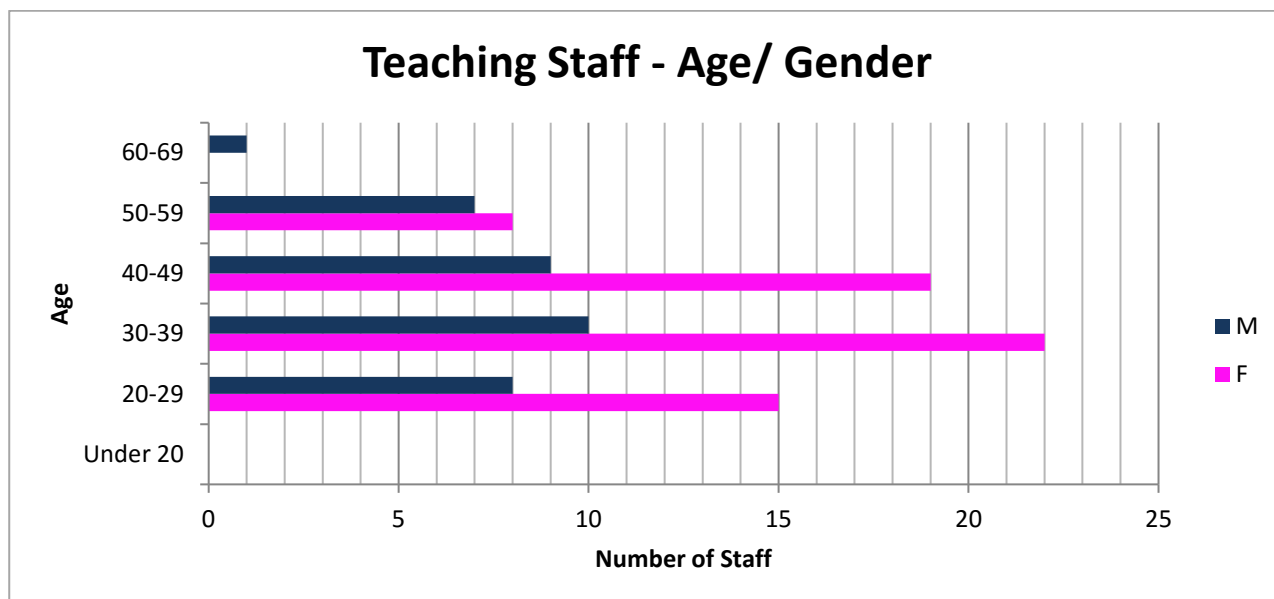
SIMS Analysis (Ethnicity / Age)						
Ethnicity	20-29	30-39	40-49	50-59	60-69	70-79
Asian or Asian British, Indian	0	0	0	1	0	0
Asian or Asian British, Pakistani	0	0	1	0	0	0
Mixed White and Asian	0	0	1	0	0	0
Mixed, White and Black Caribbean	1	0	0	0	0	0
White, British	21	27	25	13	1	0
White, Irish	1	3	0	0	0	0
White, any other White Background	0	2	0	0	0	0
Black or Black British African	0	0	1	0	0	0
Did not wish to be recorded	0	0	0	1	0	0
Total	23	32	28	15	1	0



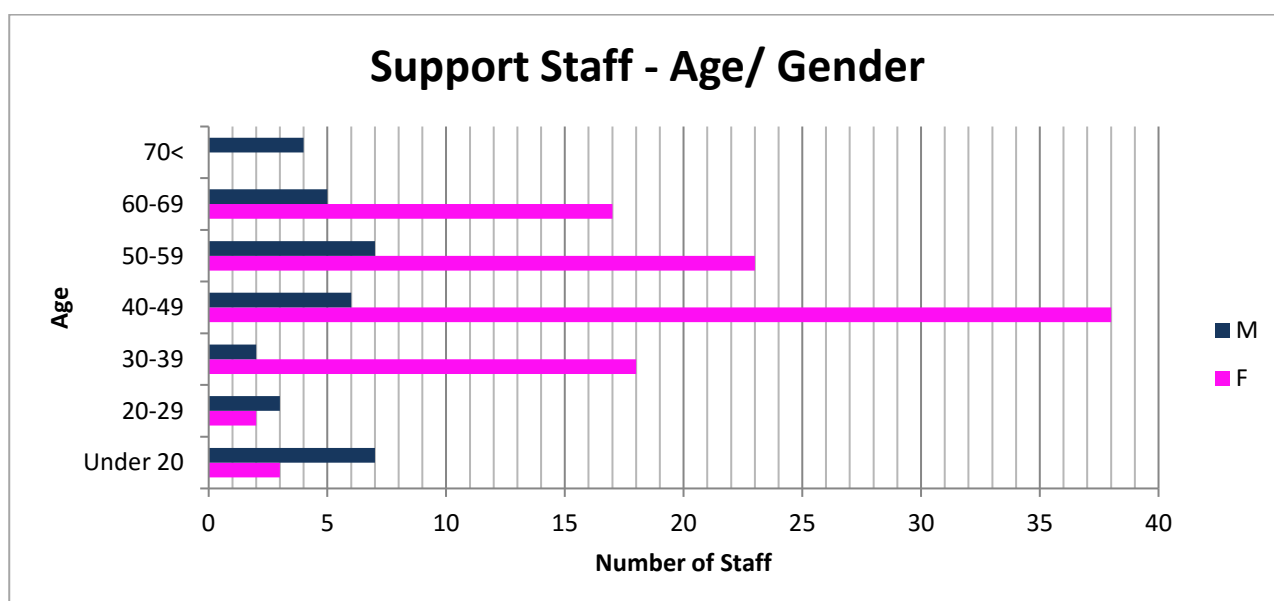
SIMS Analysis (Ethnicity / Age)						
Ethnicity	<20-29	30-39	40-49	50-59	60-69	70>
White, British	14	17	42	30	21	4
White, Irish	0	0	1	0	0	0
White, any other White Background	0	2	1	0	0	0
Asian or Asian British, Indian	0	1	0	0	0	0
Black or Black British African	1	0	0	0	0	0
Mixed, any other mixed background	0	0	0	0	1	0
Total	15	20	44	30	22	4

Reflections:	The overall ethnicity of the workforce has altered slightly. 87% of teaching staff are White British compared to 90% last year. This figure is directly in line with national figures of 87% (School Workforce in England: November 2015).
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Age Analysis



SIMS Analysis (Gender/Age)						
Gender	Under 20	20-29	30-39	40-49	50-59	60-69
F	0	15	22	19	8	0
M	0	8	10	9	7	1
Total	0	23	32	28	15	1



SIMS Analysis (Gender/Age)							
Gender	Under 20	20-29	30-39	40-49	50-59	60-69	70-79
F	6	2	13	37	30	12	1
M	0	7	2	8	8	3	4
Total	6	9	15	45	38	15	5

Reflections: 16% of Teaching staff are aged 50 and over which is in line with the national picture of 17.7% in Secondary Schools, (School Workforce in England: November 2015 data).

Percentage of Employees that have a Disability

0.85% of the workforce have disclosed that they have a disability.

Grievance, Harassment, Bullying, Victimisation and Discrimination Cases

None.

Objectives 2016 - 2017

- To review the school's Equality and Diversity Policy to ensure that it is up to date and in line with current legislation.
- To review the school's Equality Duty Statement to ensure that it is up to date and in line with current legislation.