

## Enlighten Learning Trust Workforce Data

As a multi-academy trust employing at least 150 staff, we are obliged to publish employee data at least annually to demonstrate our compliance with the general public sector equality duties.

To avoid identification of individuals, the Trust does not publish data which relates to fewer than 3 members of staff. Where information is being withheld for this reason, an 'X' will be shown in the relevant data.

### Staff Statistical Breakdown

The information in this section is accurate as of **1 September 2021**

#### Total Number of Employees

	Total Headcount
Number of employees	189

#### Gender Distribution

	Male		Female	
	Number	%	Number	%
Teaching Staff	26	29.21%	63	70.79%
Non-Teaching Staff	14	14%	86	86%

#### Commentary:

Of the economically active workforce in Surrey, only 46.5% are female. Enlighten Learning Trust therefore employs a greater proportion of women than are generally active in the wider workforce. The national picture is that 24.2% of teachers are men, so the proportion of male teachers that work in ELT is slightly higher.

#### Distribution of Annual Salary by Gender (FTE)

% by gender

	<£15k		£16k-25k		£26k-35k		£36k-45k		£46k-55k		>55K	
	M	F	M	F	M	F	M	F	M	F	M	F
Number	0	0	12	62	8	37	7	30	9	15	4	5
%	0	0	30%	41.61%	20%	24.83%	17.5%	20.13%	22.5%	10.07%	10%	3.36%

#### Commentary:

All staff are paid on locally agreed pay scales and the pay distribution reflects the predominance of women in the lower grade positions.

## Ethnic Origin Distribution

The ethnicity of teachers and support staff is shown below:

	White-British		White – Any other White Background		Ethnic Minority Groups	
	Number	%	Number	%	Number	%
Teaching Staff	73	82.02%	9	10.11%	7	7.87%
Non-Teaching Staff	78	78%	12	12%	10	10%
All Staff	151	79.89%	21	11.11%	17	9%

### Commentary:

The overall proportion of White staff is broadly reflective of the economically active community in Surrey although the Trust employs more “White – Any other white background” staff than in this group. The proportion of staff from an ethnic minority group is slightly lower than comparative data. The student population in the Trust also shows a high overall proportion of White-British (72.97%), though there is a slight increase in the proportion of other ethnic minority groups (15.83%) in comparison with the staff data.

## Age Distribution

	Teachers		Support Staff	
	Number	%	Number	%
16-24 years	3	3.37%	x	x%
25-34 years	26	29.22%	6	6%
35-44 years	36	40.45%	14	14%
45-54 years	15	16.85%	31	31%
55-64 years	6	6.74%	42	42%
65+ years	3	3.37%	6	6%

### Commentary:

The Trust has a relatively young teaching workforce, whilst support staff are in the older age bands

## Declared Disabilities

	Declared		Declared Not Disabled		Not Declared (Unknown)	
	Number	%			Number	%
Teaching Staff	x	x%	88	98.88%	0	0%
Non-Teaching Staff	4	4%	96	96%	0	0%

### Commentary:

The number of staff with declared disabilities is low. The Trust conducts an annual personal data audit which includes asking staff to declare any disabilities. The Trust is committed to following up with staff who have declared disabilities to identify if any support is required. The Trust has made a number of reasonable adjustments where appropriate to support staff.

### Religion / Sexual Orientation

This data is not currently collected.

### Transsexual Staff

This data is not currently collected.

### Recruitment Analysis

Applications and appointments for posts between 1 September 2020 to 31 August 2021:

	Applications Received		Appointments	
	Number	%	Number	%
<b>By Gender</b>				
Male	74	38.74%	7	33.33%
Female	117	61.26%	14	66.67%
Data not held	0	0%	0	0%
<b>By Ethnicity</b>				
White-British	87	45.55%	17	80.95%
White – Any other White Background	46	24.08%	4	19.05%
Non White British (Ethnic Minority Groups)	36	18.85%	0	0%
Data not held	22	11.52%	0	0%
<b>By Disability</b>				
Declared disability	6	3.14%	0	0%
Declared Not Disabled	169	88.48%	21	100%
Not provided	16	8.38%	0	0%

#### Commentary:

The data suggests that the number of people with a declared disability applying for jobs at the Trust is low. The data on ethnicity is not easy to monitor due to varying routes for applicants some of which do not allow access to this data.