School Workforce Data Enlighten Learning Trust

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 2023

Total Number of Employees

	Total Headcount
Number of employees	233

Gender Distribution

	Male		Female	
	Number	%	Number	%
Teaching Staff	28	25%	84	75%
Support Staff	11	9.09%	110	90.91%

The 2022/23 School Workforce Census shows that nationally 76% of teachers are female and 89% of support staff are female, which reflects the gender distribution of staff in the Trust. Of the staff employed in a local council, 32.4% are male which is higher than the 16.74 % employed by the Trust.

Ethnic Origin Distribution
The ethnicity of teachers and support staff is shown below:

	White-British		White – Any other White Background		Ethnic Minority Groups		Refused/ Not Obtained	
	Number	%	Number	%	Number	%	Number	%
Teaching Staff	88	78.57%	15	13.39%	9	8.04%	0	0%
Support Staff	96	79.34%	14	11.57%	10	8.26%	X	0.83%
All Staff	184	78.97%	29	12.45%	19	8.15%	X	0.43%

Commentary:

The overall proportion of White British staff is slightly lower than that recorded in the 2022/2023 School Workforce Census, which records 84.4%of teaching staff and 83.6% of support staff as White British. The student population in the Trust shows a lower overall proportion of White-British of 66.60%. The student population has seen an increase in non-White British students but there has been no corresponding change in the ethnic make-up of the staff.

Age Distribution

	Teachers		Support Staff	
	Number	%	Number	%
16-24 years	4	3.57%	X	1.65%
25-29 years	15	13.39%	X	1.65%
30-39 years	46	41.07%	11	9.09%
40-49 years	26	23.21%	35	28.93%
50-59years	19	16.97%	48	39.67%
60+ years	X	1.79%	23	19.01%

Commentary:
The Trust's teaching workforce broadly reflects the age distribution nationally as reported in the School Workforce Census of 2022/23, with the greatest amount of teaching staff in the 30 to 49 age ranges. Support staff are predominantly in the older age bands with 58.77% aged 50 or over compared with 37.9% nationally.

Declared Disabilities

	Declared		Declared Not Disabled		Not Declared (Unknown)	
	Number	%			Number	%
All Staff	7	3%	225	96.57%	X	0.43%

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. This has been successful in identifying staff who consider themselves to have a disability.   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 - should we have something pre-emptive in place?
This data is not currently collected.

Recruitment Analysis

Applications and appointments for posts between 1 September 2022 to 31 August 2023:

	Appointed	
	Number	%
By Gender		
Male	8	20.51%
Female	31	79.49%
Data not held	0	0%
By Ethnicity		
White-British	27	69.23%
White – Any other White Background	8	20.51%
Non White British (Ethnic Minority Groups)	4	10.26%
Data not held	0	0%
By Disability		
Declared disability	0	0%
Declared Not Disabled	39	100%
Data not held	0	0%

Commentary:

The number of people with a declared disability being appointed to a role in 2022/2203 was lower than the 4% that the Trust employed in 2021/2022. The data on ethnicity shows that the number of staff we appointed who were not White-British was slightly lower than the 36% the Trust employed in 2021/2022.