



Tudor Grange Academies Trust

Tudor Grange Academies Trust Staffing Equality Data and Report

Analysis 2022-23

Tudor Grange Academies Trust (TGAT), is committed to fulfilling its responsibilities under the Public Sector Equality Duty. The Trust understands the requirement to publish data and to be transparent about our challenges and our progress towards the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

The Data collected is predominantly based on the data available in March 2023. The Trust undertook an equality data collection exercise at the beginning of the year to ensure data from new joiners had been captured. Data may be separated into Teaching and Support function. The Trust is committed to continued development and regularly reviews available data with the aim of ensuring steady progress towards equality objectives. Training relating to unconscious bias is now available to all staff and planned systematic changes will also further enhance data collection, retention and subsequent reporting. Collection and retention of preferred pronouns is now systematic.

The Trust has continued to grow and as of March 2023 comprised of 12 schools: 1 all through school, 5 secondary and 6 primaries. The schools serve a wide and diverse range of communities from areas with significant social deprivation issues to those with high levels of disposable income. The trust operates in cities with real diversity and rural areas which are significantly underrepresented in terms of any real diversity in population. Recruitment has been subdued throughout the period and will continue to be challenging particularly in relation to teaching staff. Collection and monitoring of data to inform strategic policy development continues to evolve and the Trust is committed to working smarter with continued focus on workload and wellbeing.

Data from the new recruitment package means we now can look at ethnic diversity both at application and appointment. There is a commitment to produce equality data annually alongside the Gender Pay Gap Report and to update Equality Objectives regularly.

Tudor Grange Academies Trust

Staffing Equality Information Spring 2023

Data for the Trust staffing population was taken based on those employed on March 2023. Where possible benchmarking information is also provided to allow analysis of the TGAT staffing profile. Comparative data is provided from previous analysis undertaken in February 2021. The benchmarking information is taken from a variety of sources including the School Workforce Census (2021, statistics for teachers), National Census (2021) and Office for National Statistics (various years).

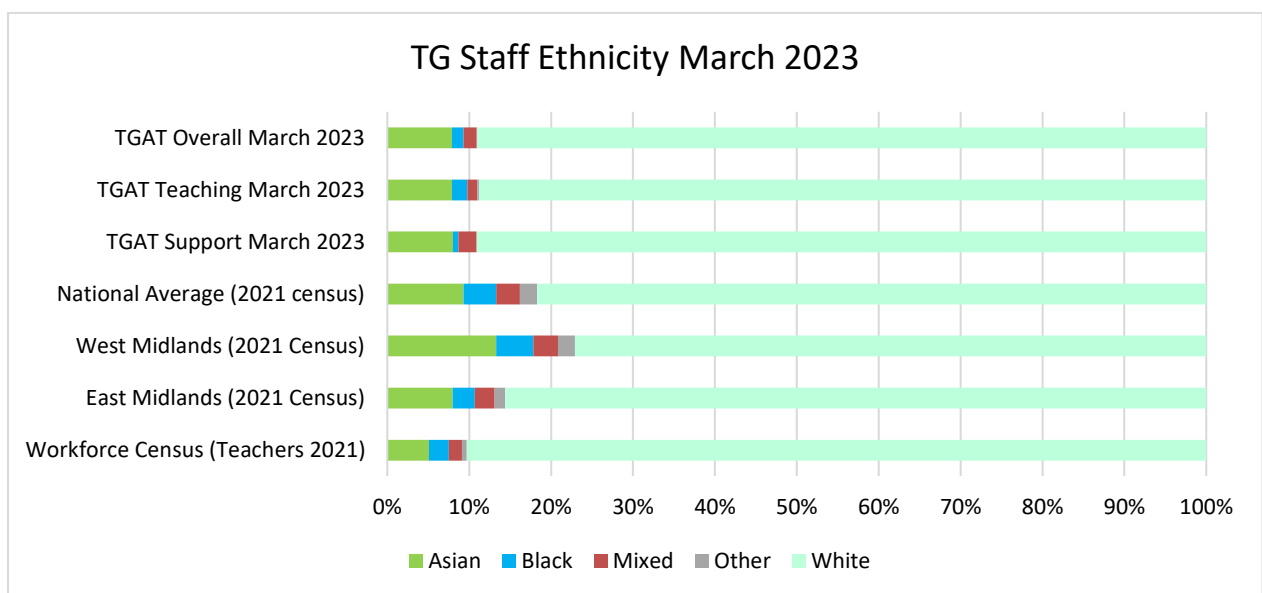
1. Participation Rate

All staff were invited via email to participate in the survey. Responses were received from 725 employees out of 872, a rate of 83%. For this analysis, figures will be presented based on responses received.

2. Analysis by ethnicity

Percentages for each ethnic group are based on the total number of teachers where the ethnic details were provided. Percentages for refused and not obtained were based on the percentage of all staff.

Ethnicity	TGAT Overall		TGAT Teaching		TGAT Support		National Average (2021 census)	West Midlands (2021 Census)	East Midlands (2021 Census)	Workforce Census (Teachers 2021)
	Feb-21	Mar-23	Feb-21	Mar-23	Feb-21	Mar-23				
White	90.3%	89.0%	90.2%	88.9%	90.4%	89.1%	81.7%	77.0%	85.7%	90.3%
Ethnic Minority Goup	9.7%	11.0%	9.8%	11.1%	9.6%	10.9%	18.3%	23.0%	14.3%	9.7%
<i>Asian</i>	6.8%	7.9%	7.1%	7.9%	6.4%	8.0%	9.3%	13.3%	8.0%	5.1%
<i>Black</i>	1.5%	1.4%	1.4%	1.9%	1.8%	0.7%	4.0%	4.5%	2.7%	2.4%
<i>Mixed</i>	1.4%	1.6%	1.4%	1.2%	1.4%	2.2%	2.9%	3.0%	2.4%	1.6%
<i>Other</i>	0.0%	0.1%	0.0%	0.2%	0.0%	0.0%	2.1%	2.1%	1.3%	0.6%
Prefer not to say (% of all responses)	7.8%	2.3%	7.0%	2.3%	9.1%	2.5%				



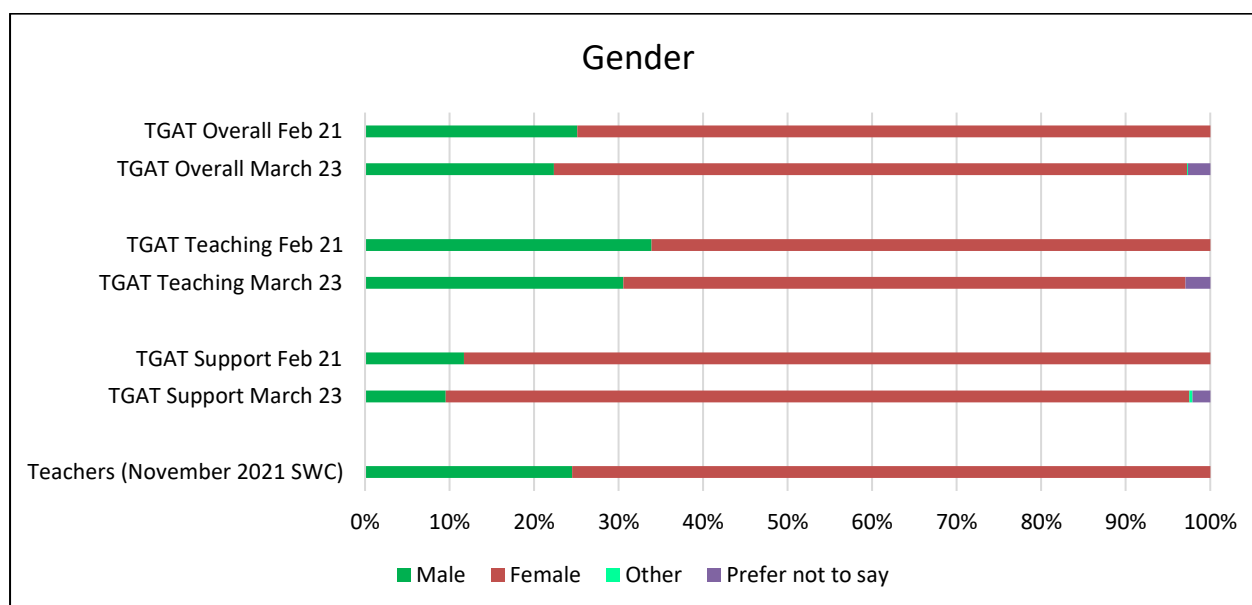
Across TGAT, 11.0% of staff are from minority ethnic Groups. Of teaching staff, 11.1% are from minority ethnic groups compared to 9.7% of teachers nationally.

The School Workforce Census for 2021 suggests that schools in the UK are staffed predominately by white British people (90.3% of those whose ethnicity was known). It also showed that over three quarters of teachers in the England were women with all racial groups having more women than men. Racial groups are also underrepresented at Leadership and management levels. Like others within the sector, TGAT continues to be challenged by recruitment from ethnic groups. The proportion of ethnic minority representation both nationally and within the Trust has increased and the Trust is confident that those involved with recruitment are comfortable with the idea of positive discrimination and welcome applicants from diverse backgrounds.

3. Gender and Contract Type

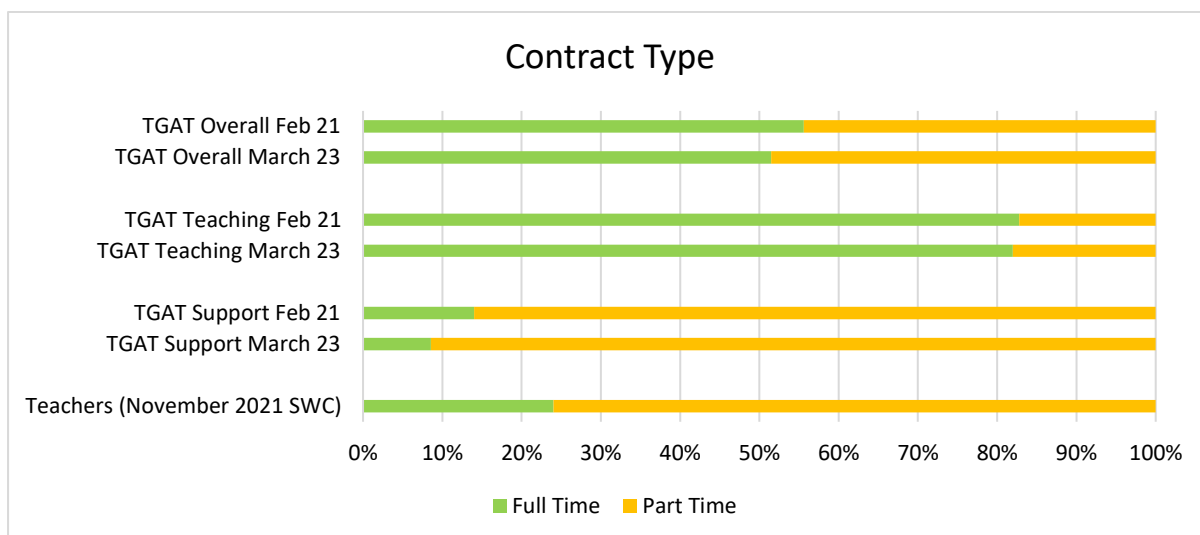
For the first time in 2023, the question asked was “What best describes your gender?”. Therefore, an “other” category is now included.

	Feb-21		Mar-23			
	Male	Female	Male	Female	Other	Prefer not to say
TGAT Overall	25.1%	74.9%	22.3%	74.9%	0.1%	2.6%
TGAT Teaching	33.9%	66.1%	30.5%	66.5%	0.0%	2.9%
TGAT Support	11.7%	88.3%	9.5%	88.0%	0.4%	2.1%
Teachers (November 2021 SWC)	24.5%	75.5%	24.5%	75.5%	NA	NA



	Feb-21		Mar-23*	
	Full Time	Part Time	Full Time	Part Time
TGAT Overall	55.6%	44.4%	51.5%	48.5%

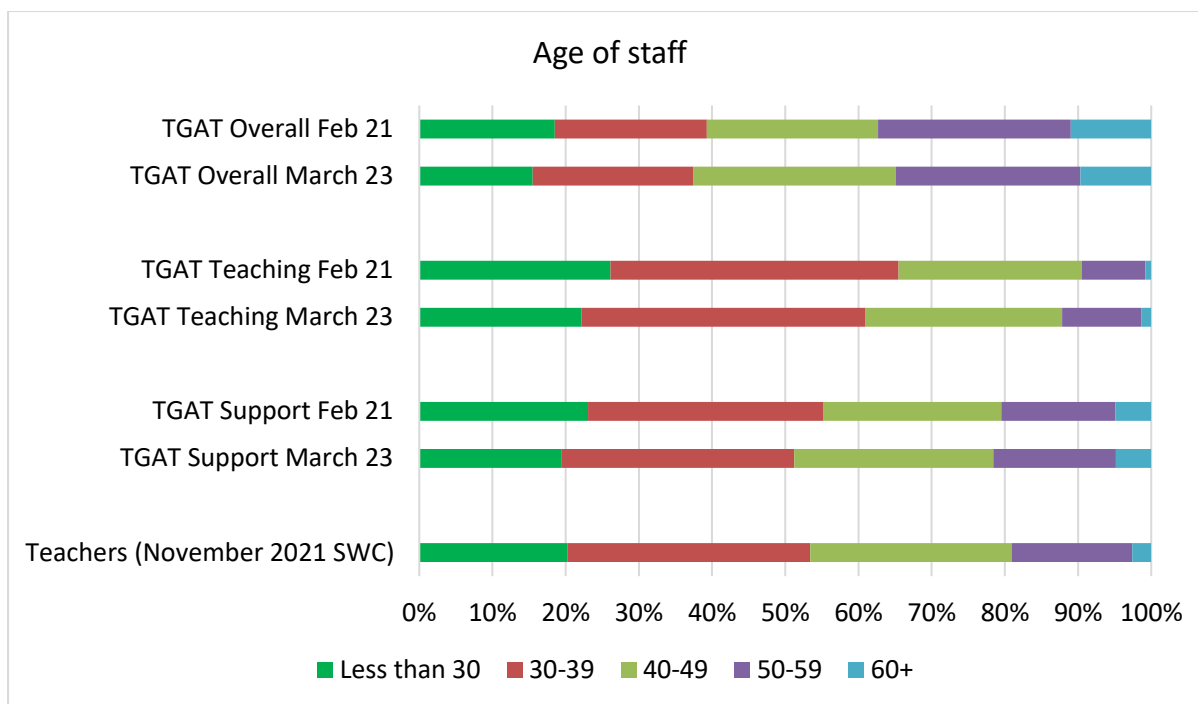
TGAT Teaching	82.8%	17.2%	82.0%	18.0%
TGAT Support	14.0%	86.0%	8.6%	91.4%
Teachers (November 2021 SWC)	24.0%	76.0%	24.0%	76.0%



At TGAT, 22.3% of staff are male. TGAT teachers are 30.5% male, compared to 24.5% of teachers nationally. TGAT support staff are 9.5% male. A much higher proportion of support staff are part time compared to teaching staff. The number of part time teachers has increased slightly over the period. A smaller proportion of teaching staff are part time (18.0%) than is recorded nationally (24.0%). The Education sector tends to attract more women than men particularly in the support or primary sector. The availability of term time working within the sector is a big factor in attracting female part time workers to both the teaching and support functions. The Trust has a higher proportion of staff in secondary schools than primary schools, which attract more male teaching staff leading to a higher percentage of male teachers than national average. The Trust's approach to part time working is monitored and it operates a flexible working policy. The low proportion of part time teaching staff may in part be due to the relatively high proportion of teachers under the age of 40

4. Age

	TGAT Overall		TGAT Teaching		TGAT Support		Teachers (November 2021 SWFC)
	Feb-21	Mar-23	Feb-21	Mar-23	Feb-21	Mar-23	
Less than 30	23.1%	19.4%	26.1%	22.2%	18.5%	15.5%	20.2%
30-39	32.1%	31.8%	39.4%	38.8%	20.8%	21.9%	33.2%
40-49	24.4%	27.2%	25.0%	26.9%	23.4%	27.7%	27.5%
50-59	15.6%	16.8%	8.7%	10.8%	26.3%	25.2%	16.5%
60+	4.9%	4.8%	0.8%	1.4%	11.0%	9.7%	2.6%

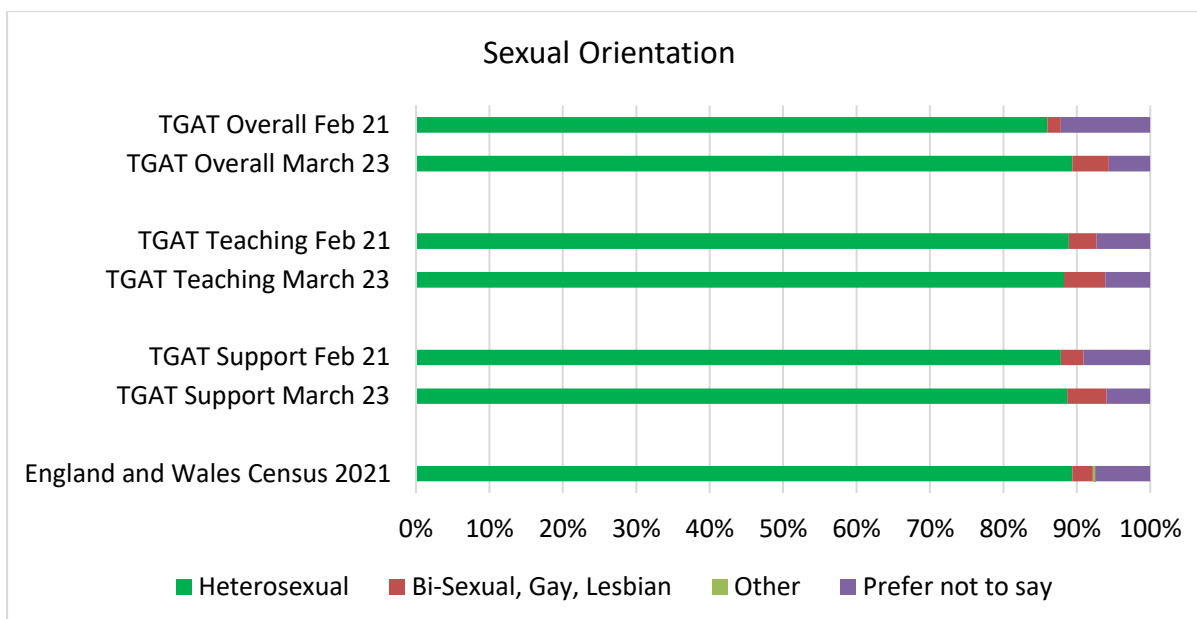


At TGAT, Support staff have an older age profile than teaching staff. The age profile of teachers at TGAT is slightly younger than is recorded nationally. TGAT recognises the contribution made by staff of all ages. The age profile of staff at the trust has got older over the last 2 years.

5. Sexual Orientation

	TGAT Overall		TGAT Teaching		TGAT Support		England and Wales population Census 2021
	Feb-21	Mar-23	Feb-21	Mar-23	Feb-21	Mar-23	
Heterosexual	87.8%	88.7%	88.9%	88.2%	86.0%	89.4%	89.4%
Bi-Sexual, Gay or Lesbian	3.1%	5.4%	3.8%	5.7%	1.8%	4.9%	2.8%
<i>Bi-sexual</i>	1.3%	2.6%	1.7%	2.3%	0.6%	3.2%	1.3%
<i>Gay</i>	0.7%	1.0%	0.7%	1.4%	0.6%	0.4%	1.5%
<i>Lesbian</i>	1.1%	1.8%	1.4%	2.0%	0.6%	1.4%	
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Prefer not to say	9.1%	5.9%	7.3%	6.1%	12.2%	5.7%	7.5%

Percentages for each orientation are based on the total number of teachers where orientation details were provided.



The proportion of TGAT staff identifying as heterosexual is slightly lower than the national picture, with a higher proportion identifying as bi-sexual, gay or lesbian. A higher proportion of teachers identify as bi-sexual, gay or lesbian than support staff. TGAT note that it is not mandatory for staff to provide this information but following an update to the staff survey all staff are encouraged to provide data to inform Trust policy development. The updated staff survey confirmed that cases of discrimination and bullying and harassment had decreased. The Trust operates a Bullying and Harassment policy and a working from home policy.

6. Religious Belief

Religious belief is reported for the first time in 2023. The proportion of TGAT staff with no religious belief is slightly higher than the national and regional figures. The proportion with Christian religious beliefs is slightly lower than the national and regional figures. The proportion of staff identifying as Muslim is notably lower than the West Midlands average.

	TGAT Staff	National Census 2021	West Midlands 2021	East Midlands 2021
Buddhist	0.1%	0.5%	0.3%	0.3%
Christian	43.7%	46.2%	46.6%	45.4%
Hindu	1.4%	1.7%	1.5%	2.5%
Jewish	0.0%	0.5%	0.1%	0.1%
Muslim	3.9%	6.5%	9.6%	4.3%
Sikh	1.7%	0.9%	2.9%	1.1%
Other	0.6%	0.6%	0.5%	0.5%
No religion	44.3%	37.2%	32.9%	40.0%
Prefer not to say	4.4%	6.0%	5.7%	5.9%

7. Other protected characteristics

% of staff identifying as having a disability	TGAT Overall		TGAT Teaching		TGAT Support		England and Wales working age population (ONS 2021-22)
	Feb-21	Mar-23	Feb-21	Mar-23	Feb-21	Mar-23	
Yes	10.60%	5.79%	10.10%	5.43%	11.30%	6.36%	22%
No	88.50%	90.48%	89.10%	91.18%	87.50%	89.40%	78%
Prefer not to say	0.90%	3.72%	0.70%	3.39%	1.30%	4.74%	-

There has been a decrease in the proportion of respondents who identified as having a disability, from 10.6% in 2021 to 5.8% in 2023. This is much lower than the proportion of working age people who report as having a disability nationally.

However, the Trust has recently introduced an Employee Assist Program, providing counselling and advice on a range of issues related to protected characteristics. The Trust regularly liaises with Occupational Health providers and other agencies such as Access to Work regarding necessary adjustments to support staff

% of staff taking Maternity and/or pregnancy related absence	TGAT Overall		TGAT Teaching		TGAT Support	
	Sept 2019 – Aug 2020	Sept 2018 – Aug 2019	Sept 2019 – Aug 2020	Sept 2018 – Aug 2019	Sept 2019 – Aug 2020	Sept 2018 – Aug 2019
	3.3%	4.6%	3.4%	7.5%	3.2%	1.1%

During the year 2019-20, a smaller proportion of staff took maternity leave than during the previous academic year. There rates recorded for teaching and support staff were more balanced than seen in the previous year.

8. Equality of Recruitment

The protected characteristics of all applicants is collected at the application phase via our recruitment platform, My New Term. For each category, the proportion of applicants and recruits within each category is provided, as well as the proportion of each applicant group who were successfully appointed.

All shortlisting is completed with anonymised application forms, including names being removed, blind which reduces the risk of unconscious bias.

8a. Age

Age	Applied	Recruited

	Count	% of those who applied	Count	% of those recruited	% of those who applied who were recruited
<20	7	0.5%	1	0.4%	14%
20-29	479	35.4%	79	33.2%	16%
30-39	389	28.7%	68	28.6%	17%
40-49	281	20.8%	55	23.1%	20%
50-59	115	8.5%	20	8.4%	17%
60+	16	1.2%	4	1.7%	25%
Prefer not to say	67	4.9%	11	4.6%	16%



When considered by age, the age profile of those recruited is in line with that of those applying. The small number of applicants aged under 20 (7 applicants) and over 60+ (16 applicants), means the variation here is not significant.

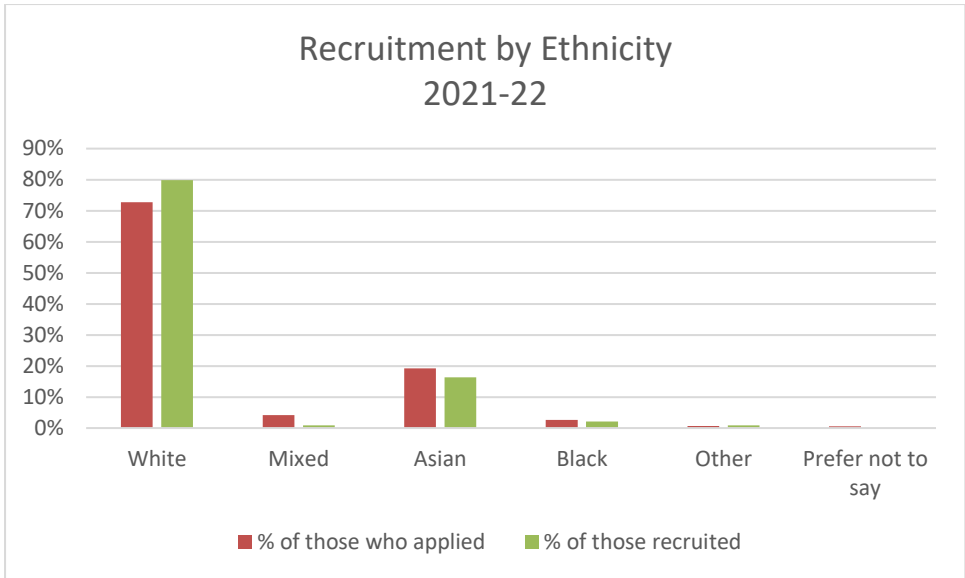
8b. Gender

Gender	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
Female	941	70%	183	77%	19%
Male	410	30%	55	23%	13%
Non-Binary	1	0%	0	0%	0%
Transgender	0	0%	0	0%	
Intersex	0	0%	0	0%	
Other	1	0%	0	0%	0%
Prefer not to say	1	0%	0	0%	0%

In line with existing staffing, a greater proportion of applicants were female (70%) than were male (30%). Female applicants were more likely to be appointed, with 19% of female applicants appointed, compared to 13% of male applicants.

8c. Ethnicity

Cultural/Ethnic Origin Main groups	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
White	985	73%	190	80%	19%
Mixed	57	4%	2	1%	4%
Asian	260	19%	39	16%	15%
Black	36	3%	5	2%	14%
Other	9	1%	2	1%	22%
Prefer not to say	7	1%	0	0%	0%

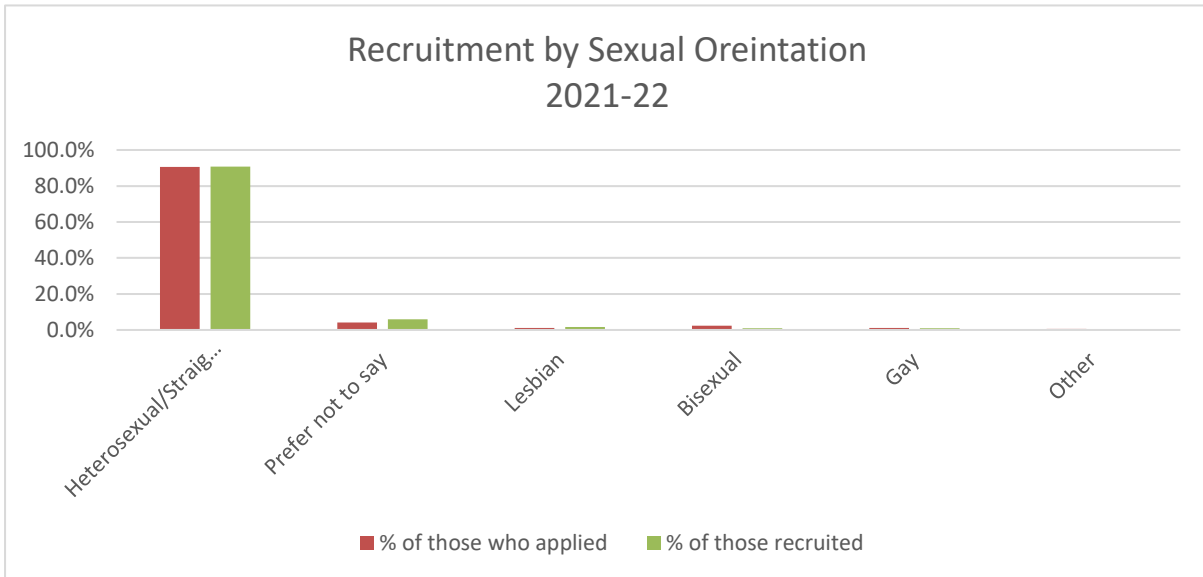


When considering the appointment of staff from different ethnicity groups, white applicants are more likely to be appointed than other ethnic groups. In particular, applicants from a mixed ethnic background are the least likely to be appointed (4% of 57 applicants).

8d. Sexual Orientation

Sexual Orientation	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
Heterosexual/Straight	1227	91%	216	91%	18%
Prefer not to say	57	4%	14	6%	25%
Lesbian	14	1%	4	2%	29%

Bisexual	33	2%	2	1%	6%
Gay	15	1%	2	1%	13%
Other	8	1%	0	0%	0%



The vast majority of applicants described themselves as heterosexual/straight. Of this group, 18% of applicants went on to be appointed. Of the other groups, of 33 bi-sexual applicants, only 6% were appointed, a much lower rate than heterosexual applicants.

8e. Religious Belief

Religion/Belief	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
No religion/belief	515	38%	105	44%	20%

Christian	527	39%	88	37%	17%
Muslim	141	10%	17	7%	12%
Sikh	53	4%	10	4%	19%
Prefer not to say	41	3%	8	3%	20%
Other	40	3%	6	3%	15%
Hindu	32	2%	4	2%	13%
Buddhist	5	0%	0	0%	0%
Jewish	0	0%	0	0%	



When considering appointment rates based on religious beliefs, Muslim applicants are the least likely to be successfully appointed (12% of applicants appointed, compared to 20% of no religious belief applicants and 17% of Christian).

8f. Disability

	Applied	Recruited	
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Health Problem or Disability	Count	% of those who applied	Count	% of those recruited	% of those who applied who were recruited
No	1298	95.9%	232	98%	18%
Prefer not to say	34	2.5%	4	2%	12%
Yes	22	1.6%	2	1%	9%

The vast majority of applicants (96%) did not report any health problem or disability. Applicants without health problems disabilities were twice as likely to be appointed as applicants without health problems or disabilities.

The Trust will continue to interrogate the data over the coming months to ensure complete understanding of the recruitment picture. It will then use the information to identify suitable objectives for 2024.

Juliet Brant.

HR Director