



Tudor Grange Academies Trust

## **Tudor Grange Academies Trust Staffing Equality Data and Report**

### **Analysis 2023-24**

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 equalities data collected in March 2023. Efforts to capture data from new joiners were made early in the spring term of 2024. 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 training, 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 2024 comprised of 13 schools: 1 all through school, 5 secondary and 7 primaries. The schools serve a wide and diverse range of communities ranging 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. The Trust has taken the opportunity to look carefully and plan new objectives so there is real precise focus and monitoring. These will be published shortly.

### **Tudor Grange Academies Trust**

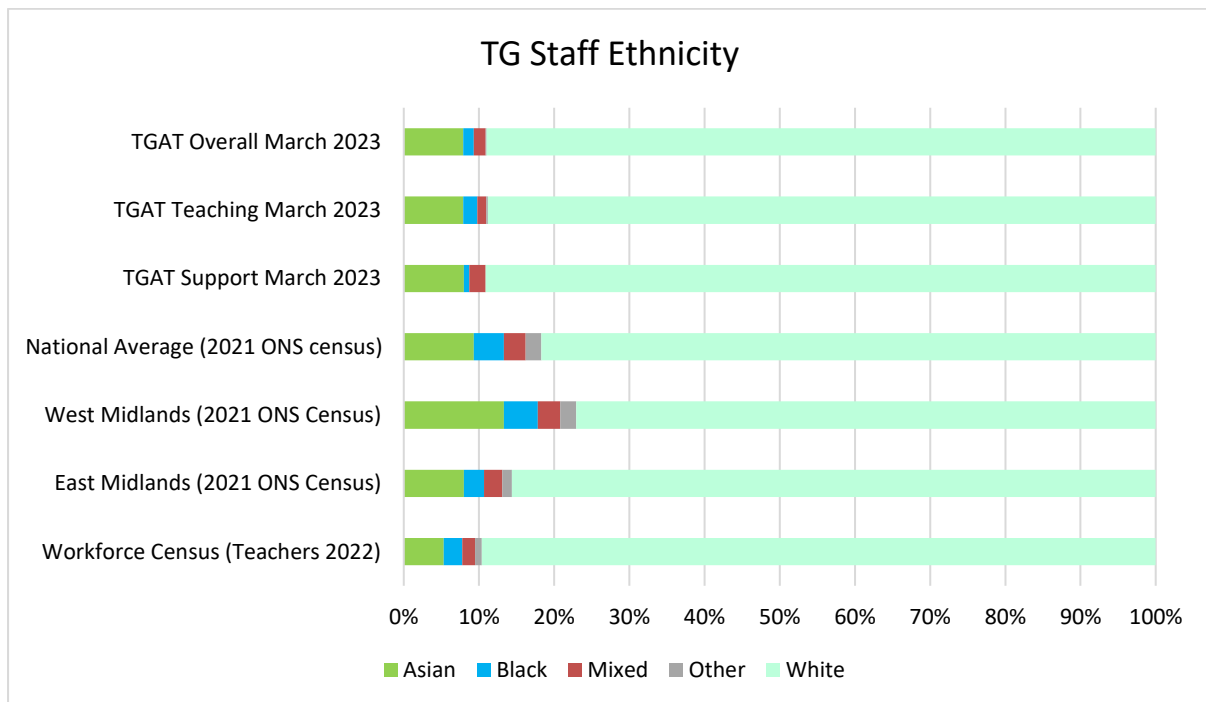
#### **Staffing Equality Information Spring 2024**

Data for the Trust staffing population was taken based on those employed in March 2024. Where possible benchmarking information is also provided to allow analysis of the TGAT staffing profile. Comparative data is provided from previous analysis undertaken in March 2023. The benchmarking information is taken from a variety of sources including the School Workforce Census (2022, statistics for teachers), National Census (2021) and Office for National Statistics (various years).

### 1. 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 ONS census)	West Mids (2021 ONS Census)	East Mids (2021 ONS Census)	<a href="#">School Workforce Census (Teachers 2022)</a>
	Mar-23	Mar-24	Mar-23	Mar-24	Mar-23	Mar-24				
<b>White</b>	89.0%	76.5%	88.9%	77.8%	89.1%	74.9%	81.7%	77.0%	85.7%	89.7%
<b>Ethnic</b>	11.0%	11.4%	11.1%	11.3%	10.9%	11.5%	18.3%	23.0%	14.3%	10.4%
<b>Asian</b>	7.9%	7.0%	7.9%	6.1%	8.0%	8.1%	9.3%	13.3%	8.0%	5.3%
<b>Black</b>	1.4%	1.4%	1.9%	1.7%	0.7%	1.0%	4.0%	4.5%	2.7%	2.5%
<b>Mixed</b>	1.6%	2.8%	1.2%	3.1%	2.2%	2.4%	2.9%	3.0%	2.4%	1.7%
<b>Other</b>	0.1%	0.2%	0.2%	0.4%	0.0%	0.0%	1.6%	2.1%	1.3%	0.9%



Across TGAT, 11.4% of staff are from minority ethnic groups. Of teaching staff, 11.3% are from minority ethnic groups compared to 10.4% of teachers nationally.

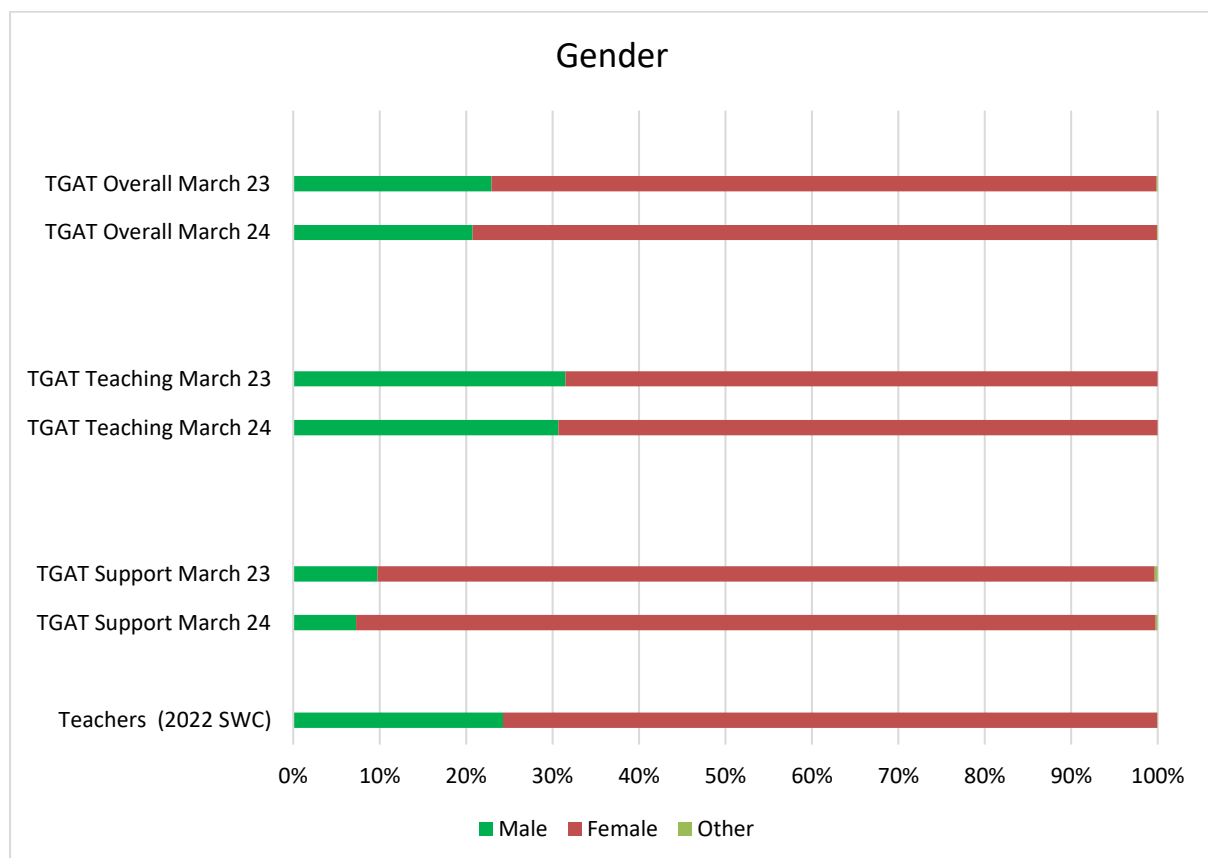
The School Workforce Census for 2022 suggests that schools in the UK are staffed predominately by white British people (89.7% of those whose ethnicity was known). It also showed that over three quarters of teachers in the England were women with all racial groups having more women than men. Racial groups 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 understand and apply the principal of positive discrimination and welcome applicants from diverse backgrounds.

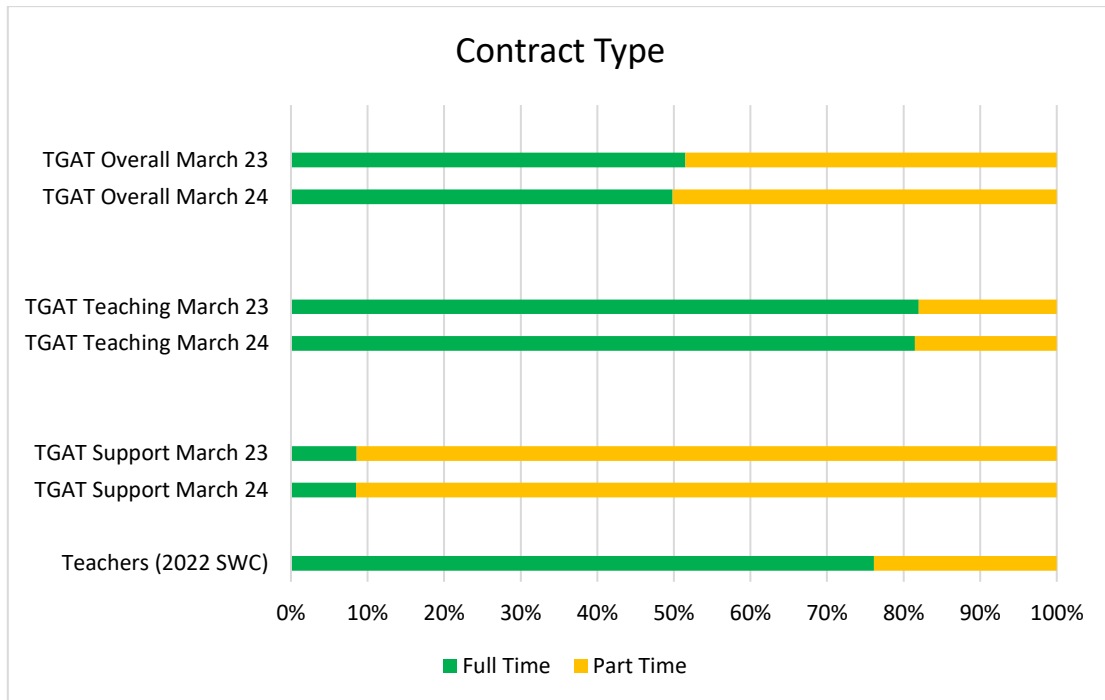
## 2. Gender and Contract Type

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

Gender	Mar-23			Mar-24		
	Male	Female	Other	Male	Female	Other
<b>TGAT Overall</b>	22.3%	74.9%	0.1%	20.8%	79.2%	0.1%
<b>TGAT Teaching</b>	30.5%	66.5%	0.0%	30.7%	69.3%	0.0%
<b>TGAT Support</b>	9.5%	88.0%	0.4%	7.3%	92.7%	0.2%
<b>Teachers (2022 SWC)</b>	24.5%	75.5%	NA	24.3%	75.7%	0.0%



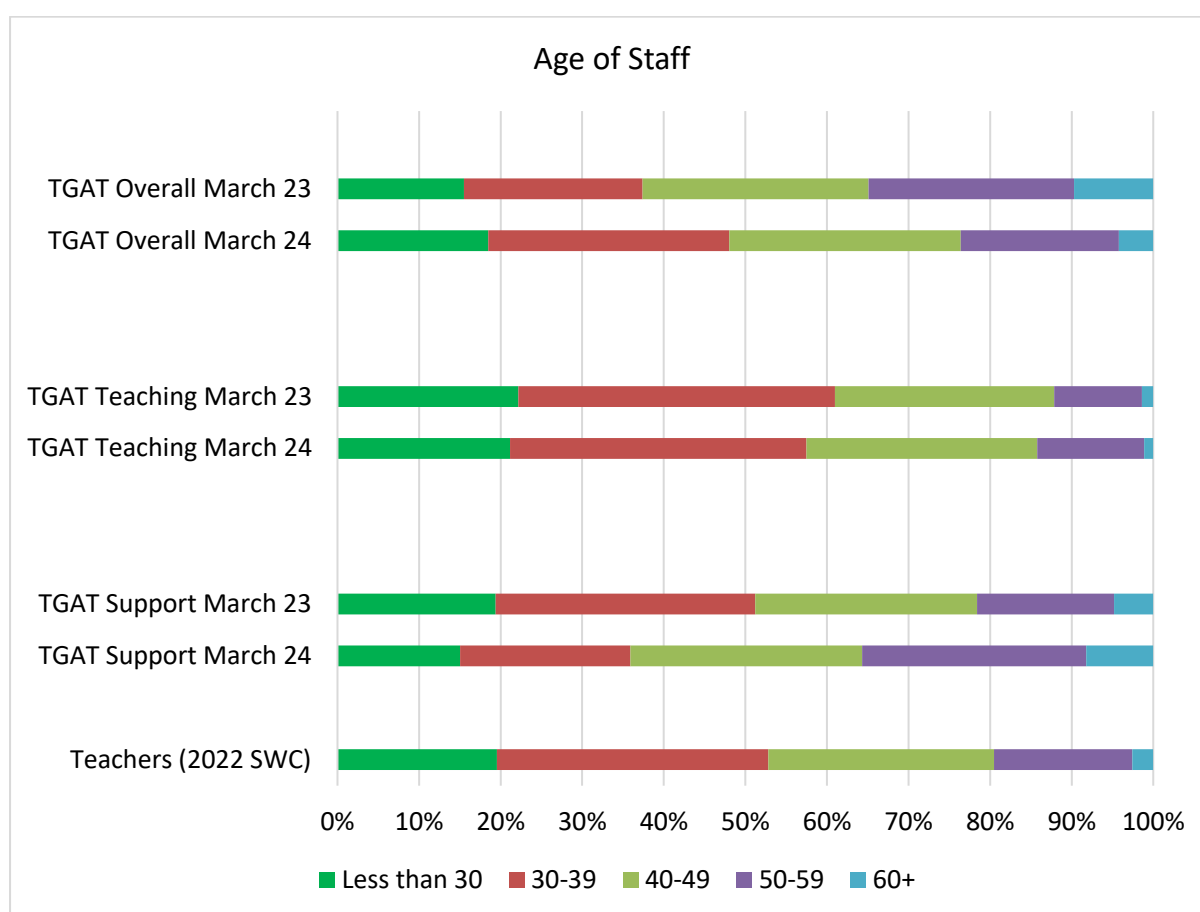
Contract Type	Mar-23		Mar-24	
	Full Time	Part Time	Full Time	Part Time
<b>TGAT Overall</b>	51.5%	48.5%	49.8%	50.2%
<b>TGAT Teaching</b>	82.0%	18.0%	81.5%	18.5%
<b>TGAT Support</b>	8.6%	91.4%	8.5%	91.5%
<b>Teachers (2022 SWC)</b>	76.0%	24.0%	76.1%	23.9%



At TGAT, 20.8% of staff are male. TGAT teachers are 30.7% male, compared to 24.3% of teachers nationally. TGAT support staff are 7.3% 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 (18.5%) than is recorded nationally (23.9%). 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.

### 3. Age

Age	TGAT Overall		TGAT Teaching		TGAT Support		Teachers (2022 SWC)
	Mar-23	Mar-24	Mar-23	Mar-24	Mar-23	Mar-24	
<b>Less than 30</b>	19.4%	18.9%	22.2%	21.5%	15.5%	15.5%	19.5%
<b>30-39</b>	31.8%	30.2%	38.8%	36.9%	21.9%	21.5%	33.3%
<b>40-49</b>	27.2%	29.0%	26.9%	28.7%	27.7%	29.3%	27.7%
<b>50-59</b>	16.8%	19.8%	10.8%	13.3%	25.2%	28.3%	17.0%
<b>60+</b>	4.8%	4.3%	1.4%	1.1%	9.7%	8.5%	2.6%

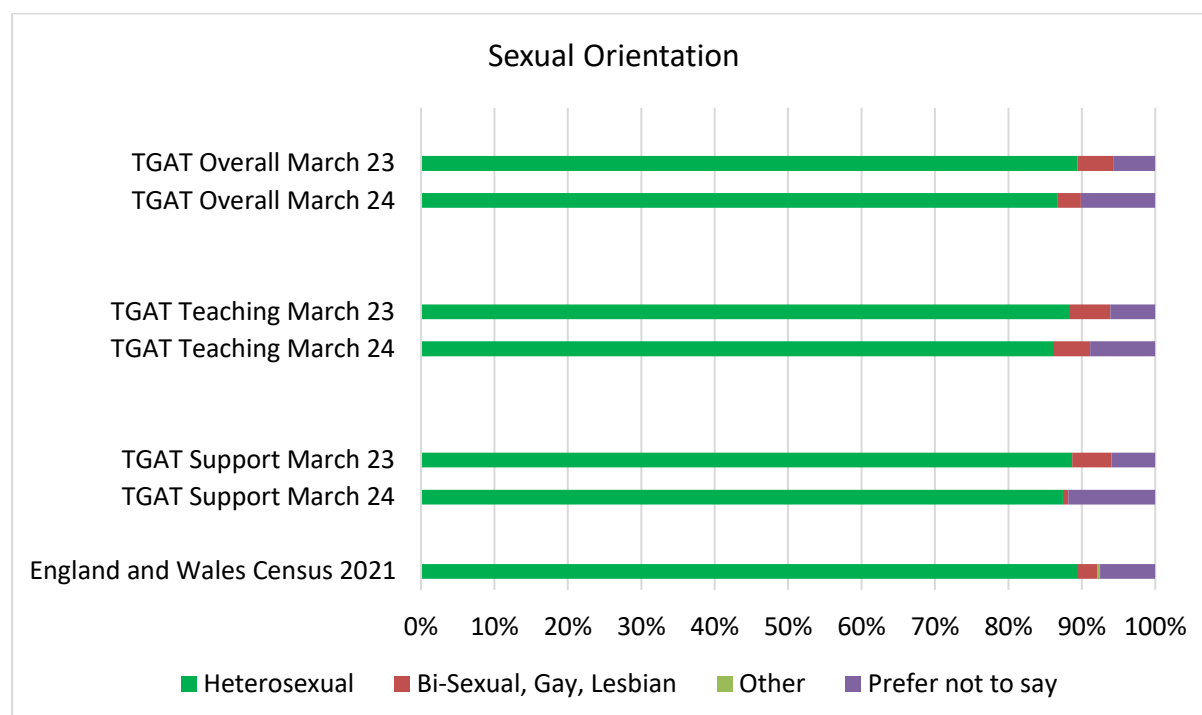


At TGAT, Support staff have an older age profile than teaching staff. The age profile of teachers at TGAT is slightly younger than is recorded nationally. TGAT recognises the contribution made by staff of all ages. The age profile of staff at the trust has got older over the last 2 years.

#### 4. Sexual Orientation

Sexual Orientation	TGAT Overall		TGAT Teaching		TGAT Support		England and Wales (ONS) population Census 2021
	Mar-23	Mar-24	Mar-23	Mar-24	Mar-23	Mar-24	
<b>Heterosexual</b>	88.7%	86.7%	88.2%	86.1%	89.4%	87.4%	89.4%
<b>Bi-Sexual, Gay, Lesbian</b>	5.4%	3.2%	5.7%	5.1%	4.9%	0.7%	2.8%
<i>Bi-sexual</i>	2.6%	1.1%	2.3%	1.7%	3.2%	0.3%	1.5%
<i>Gay</i>	1.0%	1.0%	1.4%	1.7%	0.4%	0.0%	
<i>Lesbian</i>	1.8%	1.2%	2.0%	1.7%	1.4%	0.5%	
<b>Other</b>	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
<b>Prefer not to say</b>	5.9%	10.1%	6.1%	8.9%	5.7%	11.8%	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.

#### 5. 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.

	<b>TGAT Staff</b>	<b>National Census 2021</b>	<b>West Midlands 2021</b>	<b>East Midlands 2021</b>
Buddhist	0.00%	0.5%	0.3%	0.3%
Christian	43.7%	46.2%	46.6%	45.4%
Hindu	1.5%	1.7%	1.5%	2.5%
Jewish	0.0%	0.5%	0.1%	0.1%
Muslim	4.8%	6.5%	9.6%	4.3%
Sikh	1.7%	0.9%	2.9%	1.1%
Other	1.0%	0.6%	0.5%	0.5%
No religion	38.8%	37.2%	32.9%	40.0%
Prefer not to say	8.6%	6.0%	5.7%	5.9%

## 6. 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)
	Mar-23	Mar-24	Mar-23	Mar-24	Mar-23	Mar-24	
<b>Yes</b>	5.8%	4.1%	5.4%	4.7%	6.4%	3.2%	22%
<b>No</b>	90.5%	88.7%	91.2%	88.7%	89.4%	88.6%	78%
<b>Prefer not to say</b>	3.7%	7.3%	3.4%	6.6%	4.7%	8.2%	-

There has been a decrease in the proportion of respondents who identified as having a disability, from 5.8% in 2023 to 4.1% in 2024. This is much lower than the proportion of working age people who report as having a disability nationally. There has been an increase in the number who preferred not to say. This reflects the overall position of increasing numbers of staff refusing to reveal equality data.

The Trust operates 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. The Trust has also introduced a package by Welbee which affords self-help and training for individuals and managers regarding wellbeing and mental health.

There has been a considerable increase in the number of teaching staff on maternity leave during the period up to August 2023. With a high percentage of females working in the sector such fluctuations are to be expected.

	TGAT Overall		TGAT Teaching		TGAT Support	
	Sept 19 - Aug 20	Sep 22- Aug 23	Sept 19 - Aug 20	Sep 22- Aug 23	Sept 19 - Aug 20	Sep 22- Aug 23
<b>% of staff taking Maternity and/or pregnancy related absence</b>	3.3%	5.5%	3.4%	6.7%	3.2%	3.9%

### 7. Equality of Recruitment

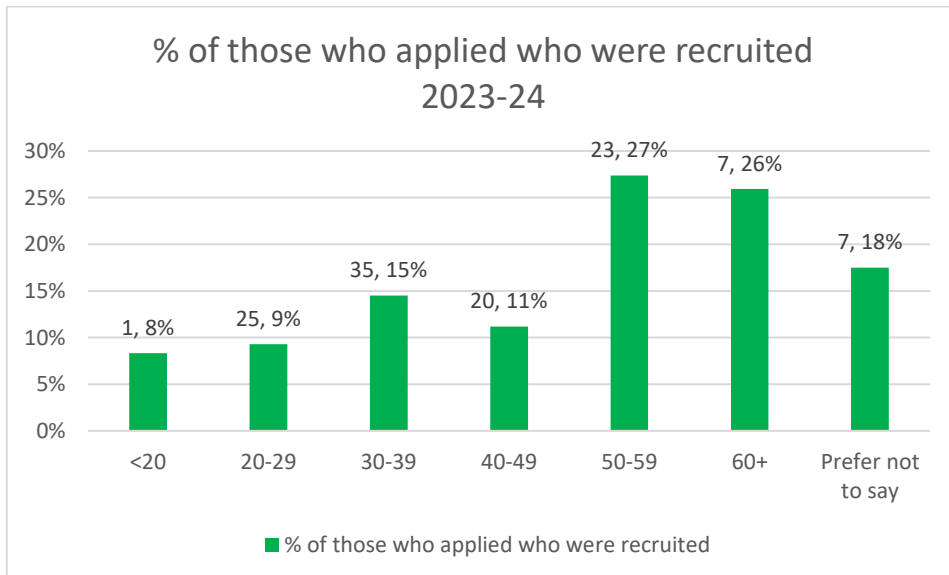
The protected characteristics of all applicants is collected at the application phase via our recruitment platform, My New Term. For each category, the proportion of applicants and recruits within each category is provided, as well as the proportion of each applicant group who were successfully appointed.

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		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
<20	12	1.41%	1	0.8%	8%
20-29	269	31.57%	25	21.2%	9%
30-39	241	28.29%	35	29.7%	15%
40-49	179	21.01%	20	16.9%	11%
50-59	84	9.86%	23	19.5%	27%
60+	27	3.17%	7	5.9%	26%
Prefer not to say	40	4.69%	7	5.9%	18%





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 (12 applicants) and over 60+ (27 applicants), means the variation here is not significant.

*8b. Gender*

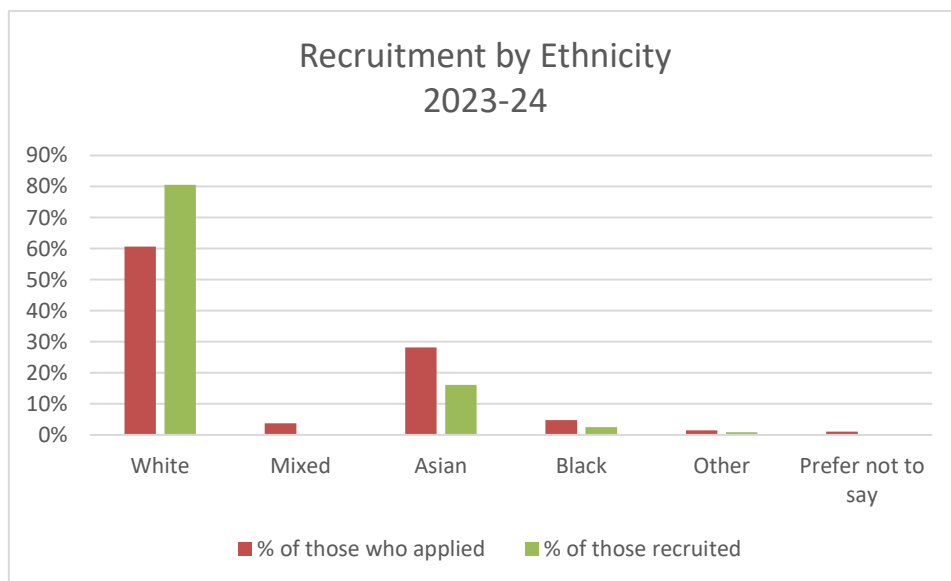
Gender	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
Female	637	75%	95	80.5%	15%
Male	211	25%	23	19.5%	11%
Non-Binary	1	0%	0	0.0%	0%
Transgender	0	0%	0	0.0%	-
Intersex	0	0%	0	0.0%	-

Other	0	0%	0	0.0%	-
Prefer not to say	3	0%	0	0.0%	0%

In line with existing staffing, a greater proportion of applicants were female (75%) than were male (25%). Female applicants were more likely to be appointed, with 15% of female applicants appointed, compared to 11% 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	517	61%	95	81%	18%
Mixed	32	4%	0	0%	0%
Asian	240	28%	19	16%	8%
Black	41	5%	3	3%	7%
Other	13	2%	1	1%	8%
Prefer not to say	9	1%	0	0%	0%

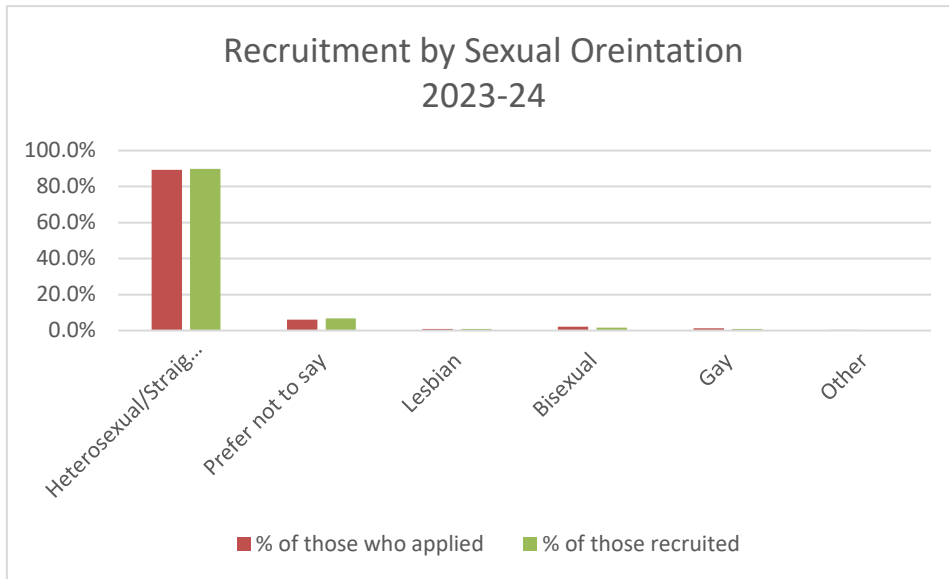




When considering the appointment of staff from different ethnicity groups, white applicants are more likely to be appointed than other ethnic groups. In particular, applicants from a mixed ethnic background are the least likely to be appointed (0% of 32 applicants).

*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	761	89.3%	106	90%	14%
Prefer not to say	52	6.1%	8	7%	15%
Lesbian	7	0.8%	1	1%	14%
Bisexual	19	2.2%	2	2%	11%
Gay	10	1.2%	1	1%	10%
Other	3	0.4%	0	0%	0%

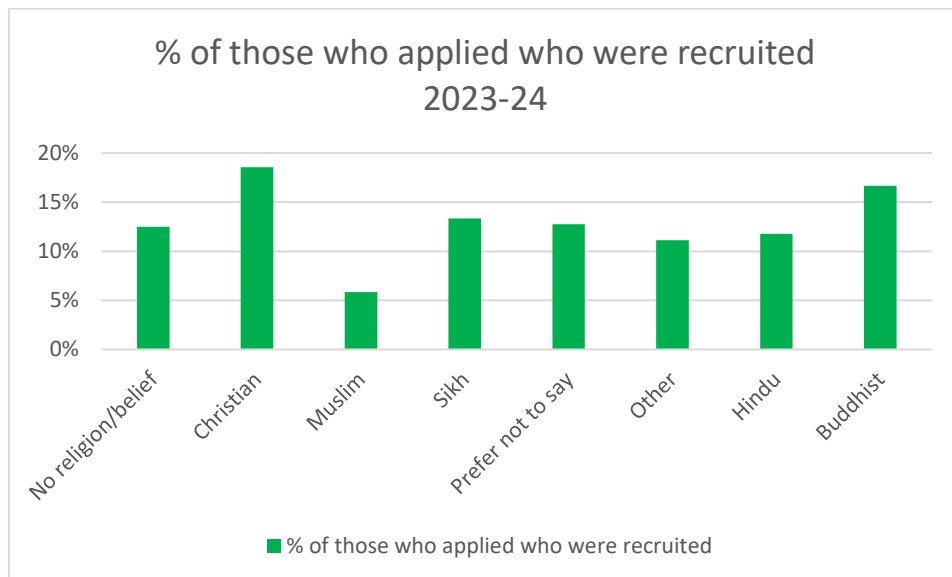


The vast majority of applicants described themselves as heterosexual/straight. Of this group, 14% of applicants went on to be appointed. Of the other groups, of 19 bi-sexual applicants, only 2% were appointed, a much lower rate than heterosexual applicants.

#### 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	256	30.0%	32	27%	13%
Christian	345	40.5%	64	54%	19%
Muslim	137	16.1%	8	7%	6%

Sikh	15	1.8%	2	2%	13%
Prefer not to say	47	5.5%	6	5%	13%
Other	9	1.1%	1	1%	11%
Hindu	34	4.0%	4	3%	12%
Buddhist	6	0.7%	1	1%	17%
Jewish	3	0.4%	0	0%	0%



When considering appointment rates based on religious beliefs, Jewish applicants are the least likely to be successfully appointed (0% of applicants appointed, compared to 17% of Buddhist applicants and 19% of Christian).

8f. Disability

Health Problem or Disability	Applied		Recruited		% of those who applied who were recruited
	Count	% of those who applied	Count	% of those recruited	
No	809	95.0%	116	98%	14%
Prefer not to say	22	2.6%	0	0%	0%
Yes	21	2.5%	2	2%	10%

The vast majority of applicants (95%) did not report any health problem or disability. Applicants without health problems disabilities were twice as likely to be appointed as applicants with 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 progress towards our objectives.

Juliet Brant.

HR Director