



**GREENWOOD  
ACADEMIES TRUST**

# **Equality Diversity & Inclusion**

**Employee Profile: 2021/22**

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## Introduction

Greenwood Academies Trust (GAT) currently has a workforce of around 3,100 employees working throughout a Central Support Team and 37 Academies educating approximately 17,000 pupils across seven local authority areas including Nottingham City, Nottinghamshire, Leicester City, Northamptonshire, Peterborough, Lincolnshire, and Central Bedfordshire. GAT, originally formed in 2009, is a 'not for profit' organisation.

The Trust is dedicated to encouraging a supporting and inclusive culture that full embraces the diversity of its workforce and celebrates individual differences. We are committed to providing equality and fairness to all our workers.

We continually seek to work together to support and invest in everyone in the Trust so that everyone can achieve their potential and aspirations regardless of gender, race, disability, age, sexual orientation, religion and belief, marital status, pregnancy and maternity and gender reassignment. A diverse workforce will help to create a stronger organisation, better placed to service our communities.

The Greenwood Academies Trust recognises the aims of the public sector equality duty which are to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010
- Advance 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.

This report analyses the Trust's current and potential workforce and their protected characteristics against several employee processes and procedures to identify any issues which may exist.

For the most part figures displayed within the report refer to a month by month or average for the period 1<sup>st</sup> August 2021 to 31<sup>st</sup> July 2022.

The workforce profile section provides a breakdown of data relating to the college's workforce as of 31<sup>st</sup> July 2022.

The Recruitment section looks at the breakdown of applicant data for 2022 compared to that of new starters for the same period. The data detailed only relates to those vacancies advertised and successfully appointed to directly via the Trust's own recruitment processes. We do not hold information relating to applicants for positions advertised via agencies and therefore these cannot be included within the analysis.

The Leavers section compares employees leaving the Trust during the year with the Trust's current workforce profile.

There are mechanisms in place for all employees leaving the Trust's employment to provide feedback regarding their reason(s) for leaving.

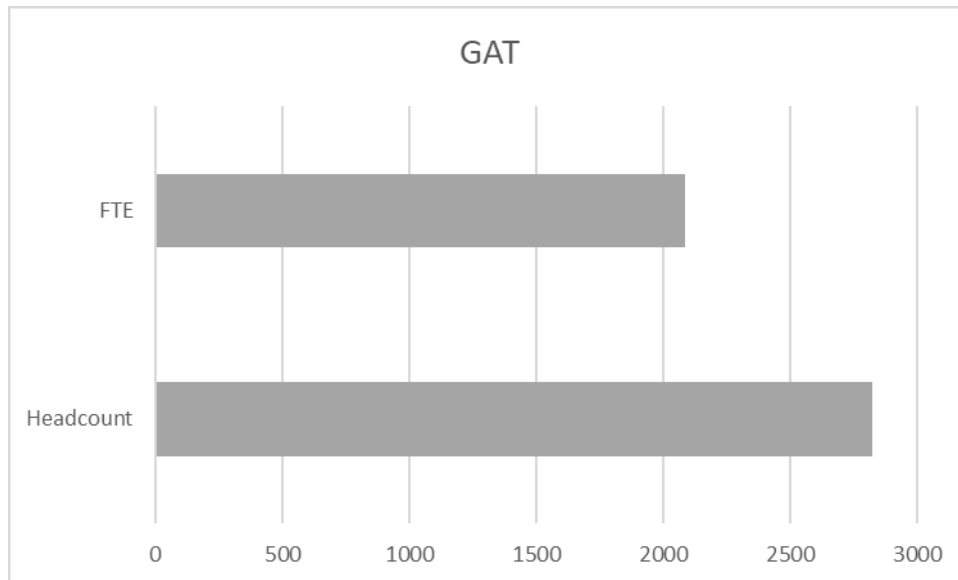
## Workforce Profile:

The number of employee's reduced from 3110 to 3079 in the past year. The number of 'unknowns' in each category remains high. Our priority is to ensure that the information we hold is accurate and up to date to enable a clear and reliable picture of the situation to be assessed.

Protected Characteristic		Workforce Profile				Change	
		1 <sup>st</sup> August 2021		31 <sup>st</sup> July 2022			
Gender	Female	2590	83.3%	2557	83.1%	↓	-0.2%
	Male	520	16.7%	522	17.0%	↑	0.3%
Disability	No	1341	43.1%	1351	43.9%	↑	0.8%
	Yes	143	4.6%	140	4.6%	↓	0.0%
	Unknown	1626	52.3%	1588	51.6%	↓	-0.7%
Gender Reassignment	No	792	25.5%	919	29.9%	↑	4.4%
	Yes	10	0.3%	8	0.3%	↑	0.0%
	Unknown	2308	74.2%	2152	69.9%	↓	-4.3%
Marital Status	Divorced	103	3.3%	95	3.1%	↓	-0.2%
	Living with Partner or Engaged	150	4.8%	152	4.9%	↑	0.1%
	Married	1079	34.7%	1019	33.1%	↓	-1.6%
	Single	687	22.1%	714	23.2%	↑	1.1%
	Widowed	17	0.6%	14	0.5%	↓	-0.1%
	Separated	52	1.7%	49	1.6%	↓	-0.1%
	Unknown	1022	32.9%	1036	33.6%	↑	0.7%
Religion or Belief	No religion or belief	544	17.5%	582	18.9%	↑	1.4%
	Religion or belief	683	22.0%	666	21.6%	↓	-0.4%
	Unknown	1883	60.6%	1831	59.5%	↓	-1.1%
Sexual Orientation	Heterosexual	1144	36.8%	1179	38.3%	↑	1.5%
	LGBTQ+	32	1.0%	39	1.3%	↑	0.3%
	Unknown	1934	62.2%	1861	60.4%	↓	-1.8%
Age	<25	154	5.0%	175	5.7%	↑	0.7%
	25-29	280	9.0%	307	10.0%	↑	1.0%
	30-39	786	25.2%	757	24.6%	↓	-0.6%
	40-49	791	25.4%	769	25.0%	↓	-0.4%
	50-59	776	25.0%	746	24.2%	↓	-0.8%
	60+	323	10.4%	325	10.6%	↑	0.2%
Ethnicity	BME	248	8.0%	226	7.3%	↓	-0.7%
	White British	1959	63.0%	1777	57.7%	↓	-5.3%
	Unknown	903	29.0%	1076	35.0%	↑	6.0%

At some point during this year, 51 employees went on Maternity Leave and 5 employees went on Paternity Leave.

The chart below shows the headcount and FTE for the trust up until 31<sup>st</sup> July 2022:



*\*The above chart does not include overtime, hourly paid contracts or agency figures.*

## Recruitment

During August 2021 – July 2022, the Trust attracted a total of 4,190 new applicants throughout Direct Recruitment process. Of those applicants, only 13.20% chose to disclose their protected characteristics to us as part of the application process.

The confidential monitoring form is separate to the application process to provide candidates with the confidence that this is not used in conjunction with the recruitment process. The Trust will look at ways of encouraging a higher response rate for this information going forwards.

Protected Characteristic		August 2021 – July 2022			
		Applicants		Starters	
<b>Gender</b>	Female	437	10.4%	254	25.5%
	Male	119	2.8%	46	4.6%
	Unknown	3634	86.7%	695	69.9%
<b>Disability</b>	No	512	12.2%	287	28.9%
	Yes	36	0.8%	9	0.9%
	Unknown	3642	86.9%	699	70.3%
<b>Marital status</b>	Civil Partnership	18	0.4%	7	0.7%
	Divorced or Separated	29	0.7%	16	1.6%
	Living with partner	84	2.0%	58	5.8%
	Married	250	6.0%	126	12.7%
	Single	167	4.0%	89	8.9%
	Widowed	0	0.0%	2	0.2%
	Unknown	3642	86.9%	697	70.1%
<b>Religion</b>	No religion or belief	242	5.8%	143	14.4%
	Religion or belief	299	7.1%	146	14.7%
	Unknown	3649	87.1%	706	71.0%
<b>Sexual Orientation</b>	Heterosexual	485	11.6%	269	27.0%
	LGBTQ+	46	1.1%	21	2.1%
	Unknown	3659	87.3%	705	70.9%
<b>Age</b>	<25	72	1.7%	42	4.2%
	25-29	84	2.0%	54	5.4%
	30-39	194	4.6%	108	10.9%
	40-49	125	3.0%	54	5.4%
	50-59	63	1.5%	29	2.9%
	60+	15	0.4%	11	1.1%
	Unknown	3637	86.8%	697	70.1%
<b>Ethnicity</b>	BME	172	4.1%	77	7.7%
	White British	383	9.1%	223	22.4%
	Unknown	3635	86.8%	695	69.9%

## Employee Retention

For a relatively new organisation, an average service rate of 5.5 years is encouraging. It's not surprising however, given that a large proportion of the longer serving workforce joined the Trust via TUPE instead of direct recruitment.

Protected Characteristic		Years
<b>Gender</b>	Female	8.4
	Male	6.6
<b>Disability</b>	No	6.8
	Yes	5.8
	Unknown	9.3
<b>Gender reassignment</b>	No	3.4
	Yes	2.4
	Unknown	10.1
<b>Marital status</b>	Divorced/separated	7.3
	Living with partner	7.4
	Married	8.4
	Single	4.6
	Widowed	9.3
	Unknown	10.3
<b>Religion</b>	No religion or belief	1.7
	Religion or belief	7.9
	Unknown	11.6
<b>Sexual Orientation</b>	Heterosexual	5.8
	LGBTQ+	3.9
	Unknown	9.6
<b>Age</b>	<25	1.3
	25-29	2.8
	30-39	6.0
	40-49	8.9
	50-59	11.3
	60+	11.9
<b>Ethnicity</b>	BME	6.9
	White British	9.8
	Unknown	5.5
<b>Overall</b>		<b>7.1</b>



## Leavers

The below table looks at the number of leavers by each protected characteristic and compares their length of service at the end of their employment with the average service of each worker within that group. There were 691 leavers in the period August 2021 – July 2022:

Protected Characteristic		Leavers		
		No.	%	Service (yrs)
<b>Gender</b>	Female	554	80%	7.1
	Male	137	20%	6.3
<b>Disability</b>	No	329	48%	6.5
	Yes	34	5%	3.4
	Unknown	328	47%	7.8
<b>Gender reassignment</b>	No	223	32%	3.0
	Yes	4	1%	4.2
	Unknown	464	67%	8.8
<b>Marital status</b>	Divorced or Separated	35	5%	4.4
	Living with partner	30	4%	5.2
	Married	228	33%	7.1
	Single	170	25%	4.0
	Widowed	4	1%	13.3
	Unknown	224	32%	9.4
<b>Religion</b>	No religion or belief	140	20%	3.8
	Religion or belief	159	23%	6.5
	Unknown	392	57%	8.2
<b>Sexual Orientation</b>	Heterosexual	291	42%	5.6
	LGBTQ+	12	2%	1.5
	Unknown	388	56%	8.1
<b>Age</b>	<25	62	9%	2.1
	25-29	36	5%	2.9
	30-39	85	12%	3.9
	40-49	69	10%	7.3
	50-59	51	7%	7.7
	60+	12	2%	4.6
	Unknown	376	55%	8.7
<b>Ethnicity</b>	BME	62	9%	6.1
	White British	382	55%	8.5
	Unknown	247	36%	4.6
<b>Overall</b>				<b>6.0</b>