

Thriplow Church of England Primary School

Public Sector Equality Duty Statement

Please see separate Document: DEMAT Equality Statement

Staffing information Analysis and Objectives

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1 **Staffing Complement of the School for the year 2019-2020**

Fulltime	Race	Disability
Men		
Women	6 x WHBR	
Part time		
Men	2x WHBR	
Women	15 x EHBR	

2 Recruitment, Promotion, Performance Pay and Training by Gender, Race and Disability

	Total	Male	Fem	Race	Disab
Promoted internally					
Recruited	2		2	WHBR	
Performance Pay	1		1	WHBR	
Awarded					
Training courses	3		3	WHBR	

3 Salary by Gender Race and Disability

This should be recorded as full time equivalent salary

< £19k		£20k -£29k		£30k -£39k		£40k - £49k		£50k - £59k		>£60k	
M	F	M	F	M	F	M	F	M	F	M	F
1x WHBR	7x WHBR		6x WHBR	1x WHBR	7x WHBR				1x WHBR		

4 Grievances and disciplinary action and complaints of harassment

Number of cases in the last 3 years: 1 x WHBR Female

Analysis by Gender Race and Disability

5 Pregnancy Maternity and Paternity Leave and Family Issues

Number of disputes arising in the last 3 years 1xWHBR Female

6 Based on the information gathering exercise the issues identified are:

7 **objectives for 2019-2020** are:

- Ensure any vacancies are advertised in such a way so as to ensure a wide base of people can access and apply for the vacancy.
- Ensure that part time teaching staff can access cpd and staff meetings the same as full time staff.