

**Thriplow Church of England Primary School**  
**Public Sector Equality Duty Statement**

Please see separate Document: DEMAT Equality Statement

Staffing information Analysis and Objectives

**1      Staffing Complement of the School for the year 2020-21**

<b><u>Fulltime</u></b>	<b><u>Race</u></b>	<b><u>Disability</u></b>
Men	0	0
Women	4 x WHBR	0
	1 x WOTH	
<b><u>Part time</u></b>		
Men	2 x WHBR	0
Women	13 x WHBR	0
	1 x AOTH	
	1 x undisclosed	

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

	Total	Male	Female	Race	Disability
Promoted internally					
Recruited	2	1	1	1 xWHBR 1x undisclosed	
Performance Pay	2		2	1 x EHBR 1 x WHBR	
Awarded					
Training courses	2		2	2 x 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	6x WHBR 1x undisclosed		6x WHBR 1 x WOTH	1x WHBR	5x WHBR 1 x AOTH				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: 0

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

7 **objectives for 2020-2021** 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.