

Equality Information 2022 – 2023: Staff

Introduction

This report demonstrates how Keswick School is meeting its Public Sector Equality Duty under the Equality Act 2010. Monitoring the equality and diversity of our workforce also shows us the effect of our employment policies and procedures, which enables us to identify areas where there may be differences between groups and where interventions may be required.

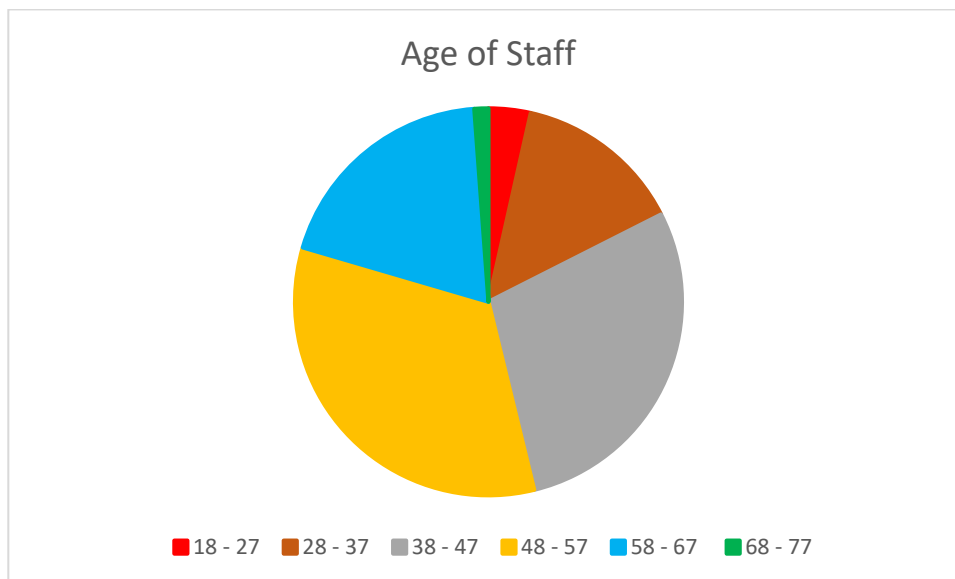
Unless specified to the contrary, the data is as at 19th July of the relevant year.

Overall Employee Equality Data

Sex

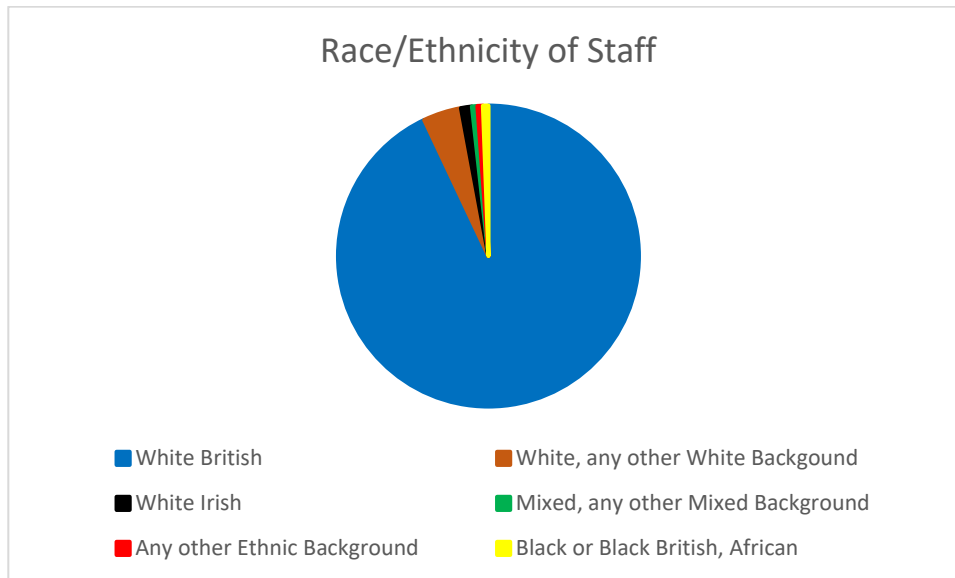
There is a male to female ration of 1 to 2.6 (47 males to 124 females). Staff are paid in relation to level of responsibility, number of working days per week, term-time only or full-year regardless of gender.

Age

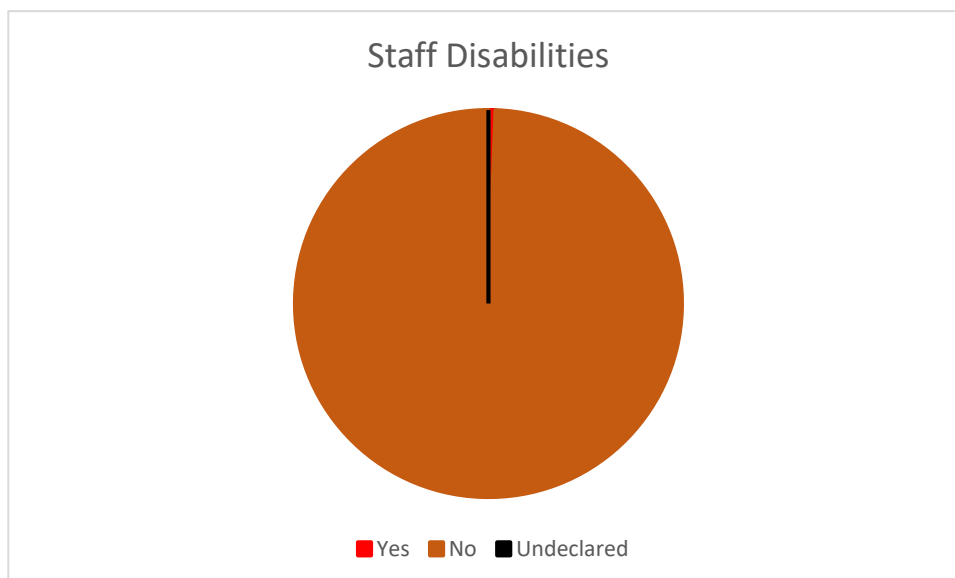


All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. All staff receive appropriate training and opportunity for professional development.

Race/Ethnicity



Disability



Religion and Belief

The application form asks for optional information regarding religion and belief. If successful applicants have completed this, it is recorded in their personal files and on SIMS. However, Keswick School would allow time-off for major religious observance days for all faiths.

Sexuality and Gender Reassignment

The application form asks for optional information regarding religion and belief. If successful applicants have completed this, it is recorded in their personal files and on SIMS.

Pregnancy, Maternity and Paternity

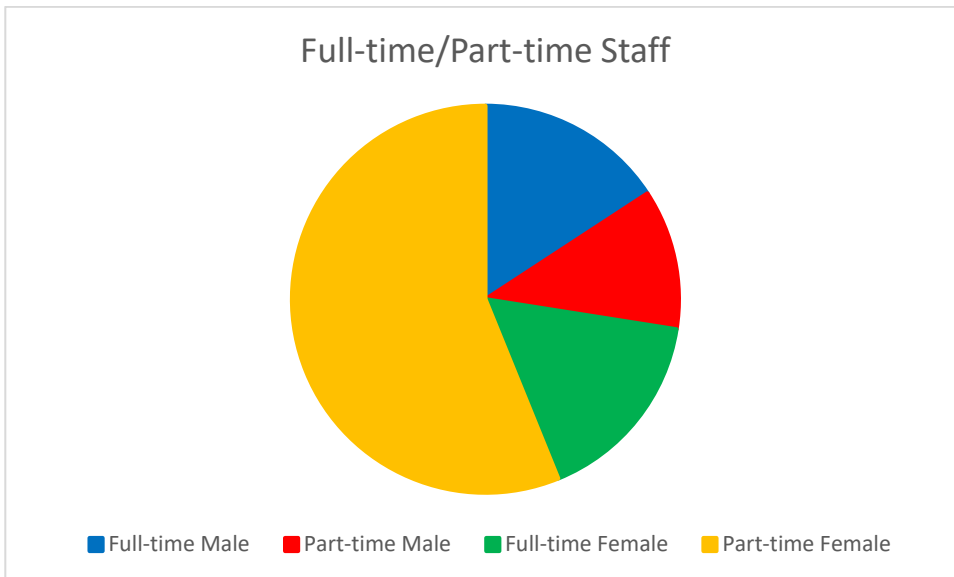


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Keswick School is committed to ensuring that employees can access the full range of benefits available in connection with pregnancy, maternity and adoption which in turn will enable employees and skills to be retained. To achieve this Keswick School has a range of policies in place. In 2022 -23, 1 person started maternity leave. 2 people had started maternity leave during the previous year.

In 2022 – 23, 0 people gave notification of their intent to take shared parental leave.

Full/part-time Working



Flexible Working

Keswick School recognises the benefits of flexible working in helping it attract and retain a talented and diverse workforce. Keswick School looks to accommodate several flexible working patterns.

During 2022 – 23, 10 flexible working requests were accommodated.

Dismissals and Grievances

In 2022 – 23, 0 people with a protected characteristic were dismissed. In 2022 – 23, 0 people with a protected characteristic submitted a grievance, either informally or formally.

Equality Objectives 2023 – 2024 – Staff

Please refer to the MAT Equality Action Plan'



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