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Workforce Equality Information

As at 17/11/2016

Hadley Learning Community · Waterloo Road · Telford · Shropshire · TF1 5NU
Secondary Phase 01952 387000 · Primary Phase 01952 387088
✉ hlcadmin@taw.org.uk 🌐 www.hadleylearningcommunity.org.uk



A Specialist Engineering College



Introduction

Hadley Learning Community recognises the need to understand the impact of its employment policies and practices on people protected characteristics in order to achieve the aims of the general and specific equality duties introduced by the Equality Act (2010).

This report provides a profile of the workforce as at 17 November 2016. Regular monitoring of the workforce information is undertaken in order to identify any negative trends or issues and underpins the school's commitment to ensuring its employment practices and procedures are free from discrimination and prejudice.

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SECTION 1- WORKFORCE PROFILE

Employee data reports quoted are generated as at **17/11/2016**, unless otherwise stated.
 Casual and Agency staff are excluded.

1.1 Workforce profile:

	17 November 2016
Headcount	210
FTE	166.43

- HLC is staffed at maximum, there are no staff vacancies currently

1.2 Full/part time representation, by gender

<u>Workforce:</u>	17 November 2016
Full time male	16.6%
Full time female	30.5%
Part time male	4.4%
Part time female	48.5%

- As at 17 November 2016, 79% of HLC employees were female and approximately 21% male
- Over 52.8% of staff work on a part time basis
- 92% of all part time work is carried out by female employees

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1.3 Ethnicity

<u>Ethnicity</u>	17 November 2016
Black and minority ethnic groups	5.2%
Not Stated	2.8%
White	92%

- As at 17 November 2016, 9 (3.66%) of employees indicated they were from black or minority ethnic groups

1.4 Disability representation

<u>Disability status</u>	17 November 2016
No	73.8%
Yes	0.01%
Not stated	26.19%

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1.5 Age range

The table below provides a comprehensive breakdown of the age profile of the workforce:

<u>Age Range</u>	17 November 16 – Number	17 November 16 - Percentage
19 – 24	13	6.19
25 – 34	63	30.00
35 – 44	69	32.86
45 – 54	39	18.57
55- 64	25	11.90
65+	*	*

* - Number suppressed

1.6 Workforce representation on sexual orientation and religion and belief:

Workforce data on these protected characteristics has not been routinely collected. Any employee issues would normally be picked up and addressed informally by line-managers with the support of the Human Resources Advisory Team.

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