

Lincoln Carlton Academy

Public Sector Equality Duty - Staffing Analysis for Academic Year 2020 - 2021

1. Staffing complement by Gender

Gender	Full Time	Part Time
Male	2 3.13%	4 6.25%
Female	15 23.44%	43 67.19%
Other	0	0

2. Staffing complement by Disability

Gender	No. with declared disability
Male	0 0%
Female	1 1.56%

3. Staffing complement by Ethnicity

Ethnic Group	No. of Employees
Mixed White & Black Caribbean	
Mixed White and Black African	
Mixed White and Asian	
Mixed Other	
Asian Indian	1 1.56%
Asian Pakistani	
Asian Bangladeshi	
Asian Chinese	

Asian Other	
Black Caribbean	
Black African	
Black Other	
White British	63 98.44%
White Irish	
White Irish Traveller	
White Gypsy	
White Other	
Other Ethnic Group	
Refused to say	

4. Salary by Gender (FTE)

<£20K		£20K - £29K		£30K - £39K		£40K - £49K		£50K - £59K		£60K+	
M	F	M	F	M	F	M	F	M	F	M	F
2	37	3	7	1	8	0	5	0	0	0	1
3.13%	57.81%	4.69%	10.94%	1.56%	12.50%	0%	7.81%	0%	0%	0%	1.56%

5. Salary by Ethnicity

Ethnic Group	<£20K	£20K-£29K	£30K-£39K	£40K-£49K	£50K-£59K	£60K+
Mixed White & Black Caribbean						
Mixed White and Black African						
Mixed White and Asian						
Mixed Other						
Asian Indian		1 1.56%				
Asian Pakistani						

Asian Bangladeshi						
Asian Chinese						
Asian Other						
Black Caribbean						
Black African						
Black Other						
White British	39 60.94%	9 14.06%	9 14.06%	5 7.81%		1 1.56%
White Irish						
White Irish Traveller						
White Gypsy						
White Other						
Other Ethnic Group						
Refused to say						

6. Salary by Disability

< £20K	£20K - £29K	£30K - £39K	£40K - £49K	£50K - £59K	£60K+
0	1 1.56%	0	0	0	0

7. Recruitment by Gender, Ethnicity & Disability

Ethnic Group	Male		Female		Disabled
	Part Time	Full Time	Part Time	Full Time	
Mixed White & Black Caribbean					
Mixed White and Black African					
Mixed White and Asian					
Mixed Other					
Asian Indian			1 1.56%		
Asian Pakistani					

Asian Bangladeshi					
Asian Chinese					
Asian Other					
Black Caribbean					
Black African					
Black Other					
White British	4 6.25%	2 3.13%	42 65.63%	14 21.88%	1 1.56%
White Irish					
White Irish Traveller					
White Gypsy					
White Other					
Other Ethnic Group					
Refused to say					

8. Training by Gender, Ethnicity and Disability (external provision)

Ethnic Group	Male		Female		Disabled
	Part Time	Full Time	Part Time	Full Time	
Mixed White & Black Caribbean					
Mixed White and Black African					
Mixed White and Asian					
Mixed Other					
Asian Indian					
Asian Pakistani					
Asian Bangladeshi					
Asian Chinese					
Asian Other					
Black Caribbean					
Black African					
Black Other					
White British					

White Irish					
White Irish Traveller					
White Gypsy					
White Other					
Other Ethnic Group					
Refused to say					

9. Performance Related Pay Progression

Ethnic Group	Male		Female		Disabled
	Part Time	Full Time	Part Time	Full Time	
Mixed White & Black Caribbean					
Mixed White and Black African					
Mixed White and Asian					
Mixed Other					
Asian Indian			1 1.56%		
Asian Pakistani					
Asian Bangladeshi					
Asian Chinese					
Asian Other					
Black Caribbean					
Black African					
Black Other					
White British	4 6.25%	2 3.13%	42 65.63%	14 21.88%	1 1.56%
White Irish					
White Irish Traveller					
White Gypsy					
White Other					
Other Ethnic Group					
Refused to say					

10. Staffing Complement by Age

Category	<20 years	20 – 29 years	30 – 39 years	40 – 49 years	50 – 59 years	60 – 65 years	>65 years
Teaching	0 0%	4 6.25%	8 12.5%	6 9.38%	3 4.69%	0 0%	0 0%
Support	1 1.56%	2 3.13%	14 21.88%	16 25%	9 14.06%	1 1.56%	0 0%

11. Grievances and/or complaints of harassment relating to protected characteristics
 Number of cases in the last 3 years: 0

12. Pregnancy Maternity and Paternity Leave and Family Issues
 Number of disputes arising in the last 3 years: 0