

EQUALITIES WORKING GROUP

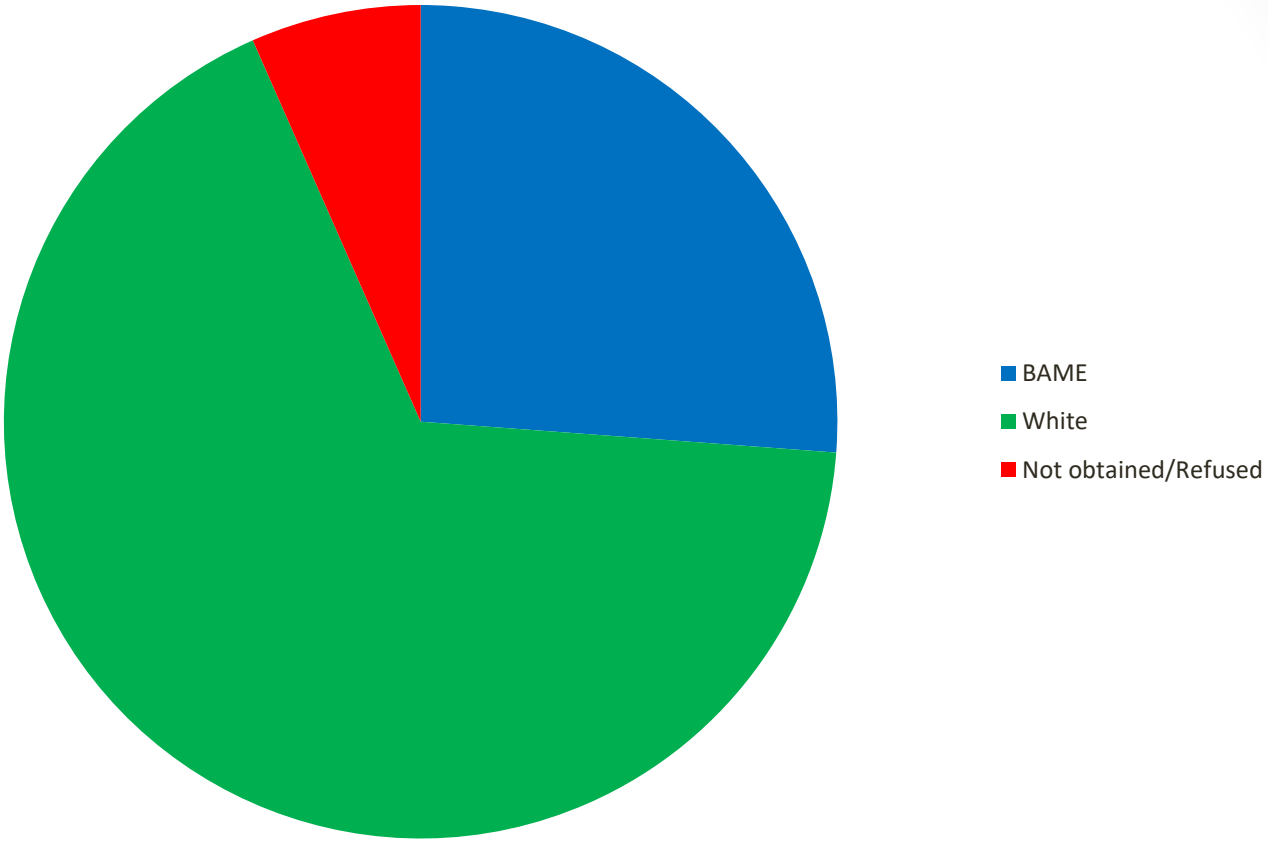
Southwark NEU

Data Analysed

74 Southwark LA Maintained Schools

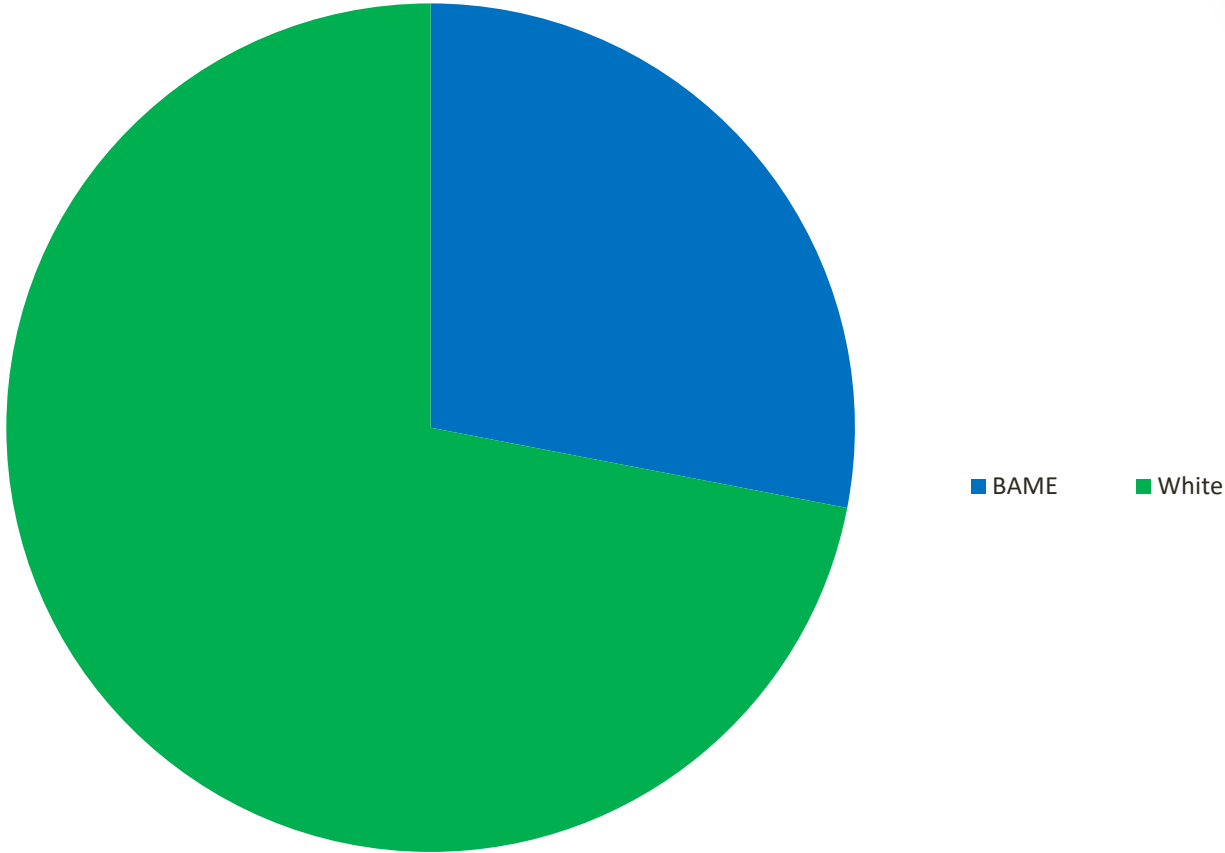
| | |
|---------------------------|----|
| Nursery & Children Centre | 5 |
| Primary | 60 |
| Secondary | 3 |
| Special Primary | 3 |
| Special Secondary | 2 |
| PRU | 1 |

Comparison of Ethnic Groups within Staff in Southwark LA Maintained Schools



| Ethnic Group | Total | % |
|----------------------|-------|----|
| BAME | 948 | 26 |
| White | 2434 | 67 |
| Not obtained/Refused | 239 | 7 |
| Overall Total | 3621 | |

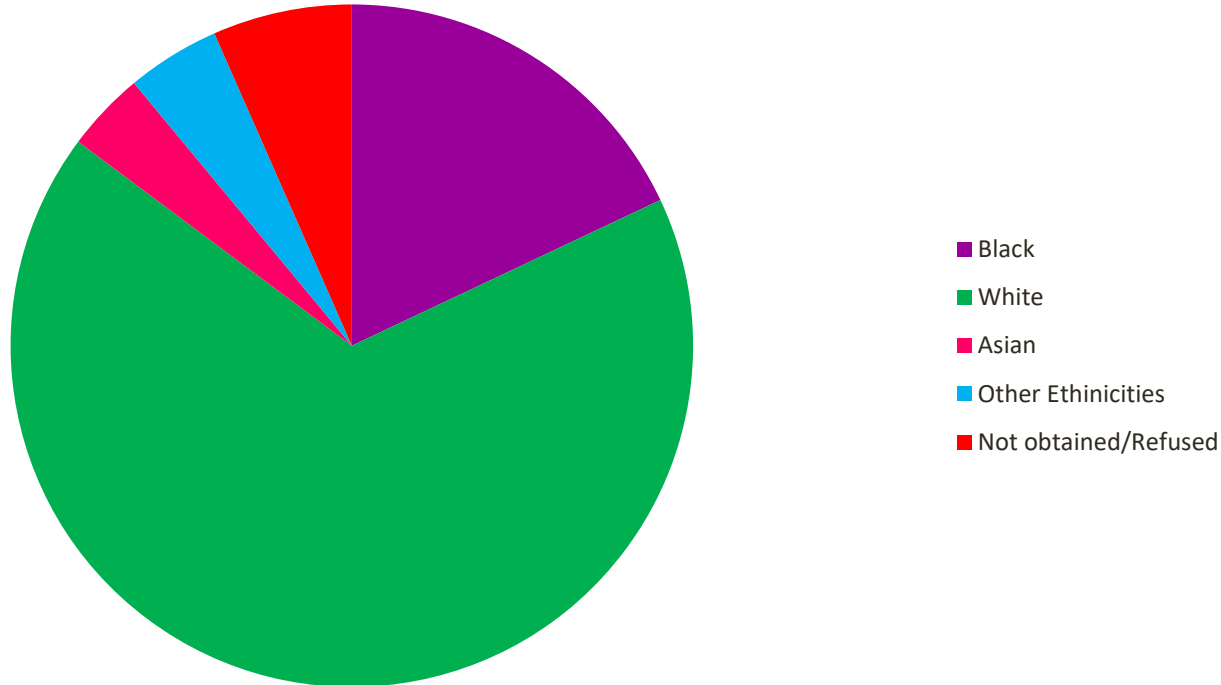
Comparison of Ethnic Groups within Staff in Southwark LA Maintained Schools



| Ethnic Group | Total | % |
|---------------|-------|----|
| BAME | 948 | 28 |
| White | 2434 | 72 |
| Overall Total | 3382 | |

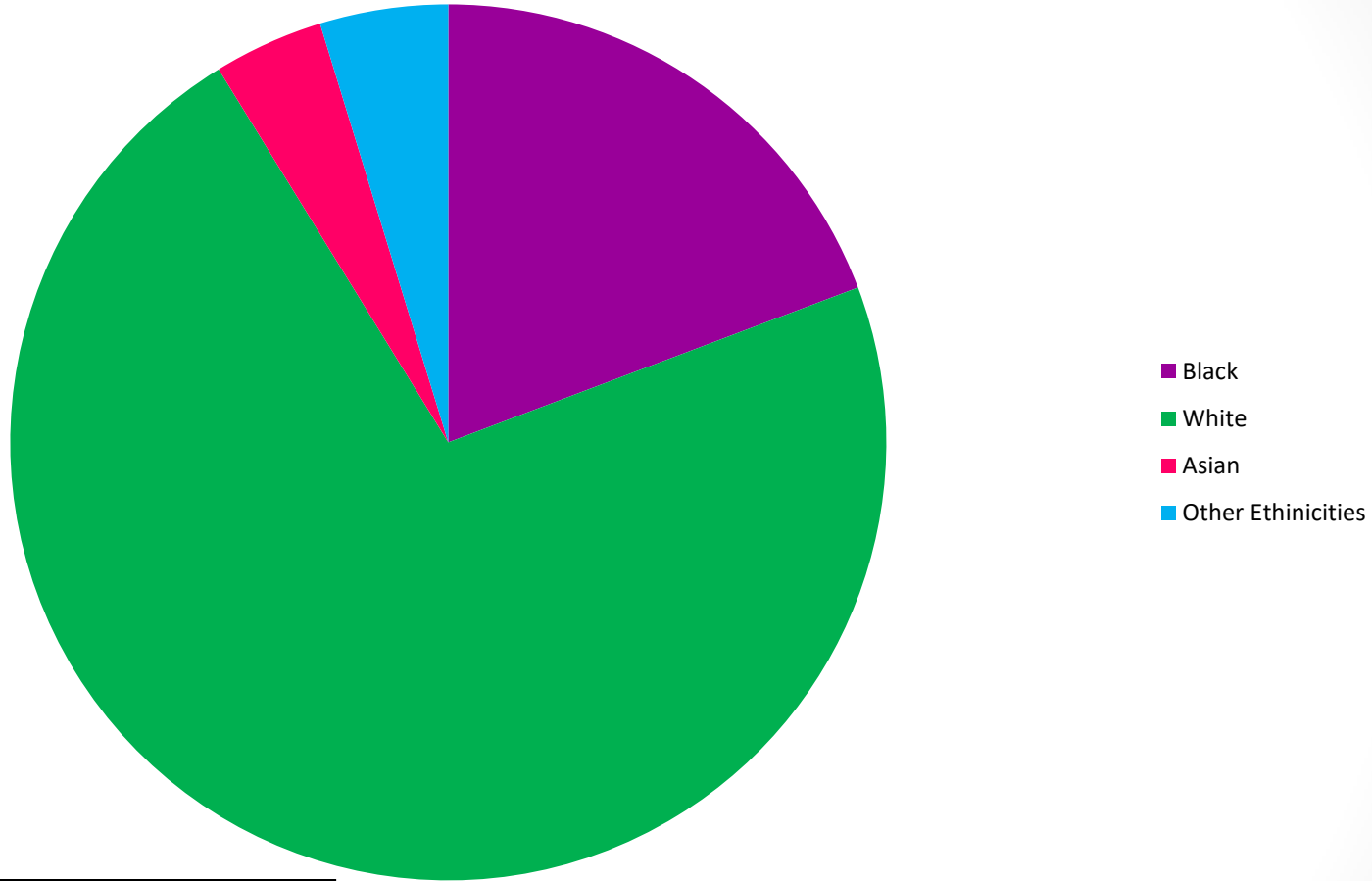
Ethnicity Data obtained for 3382 out of 3621

Comparison of Ethnicity Groups within Staff in Southwark LA Maintained Schools



| Ethnicity Groups | Total | % |
|-------------------------|--------------|-------------|
| Black | 651 | 18.0 |
| White | 2434 | 67.2 |
| Asian | 137 | 3.8 |
| Other Ethnicities | 160 | 4.4 |
| Not obtained/Refused | 239 | 6.6 |
| | | |
| Overall Total | | 3621 |

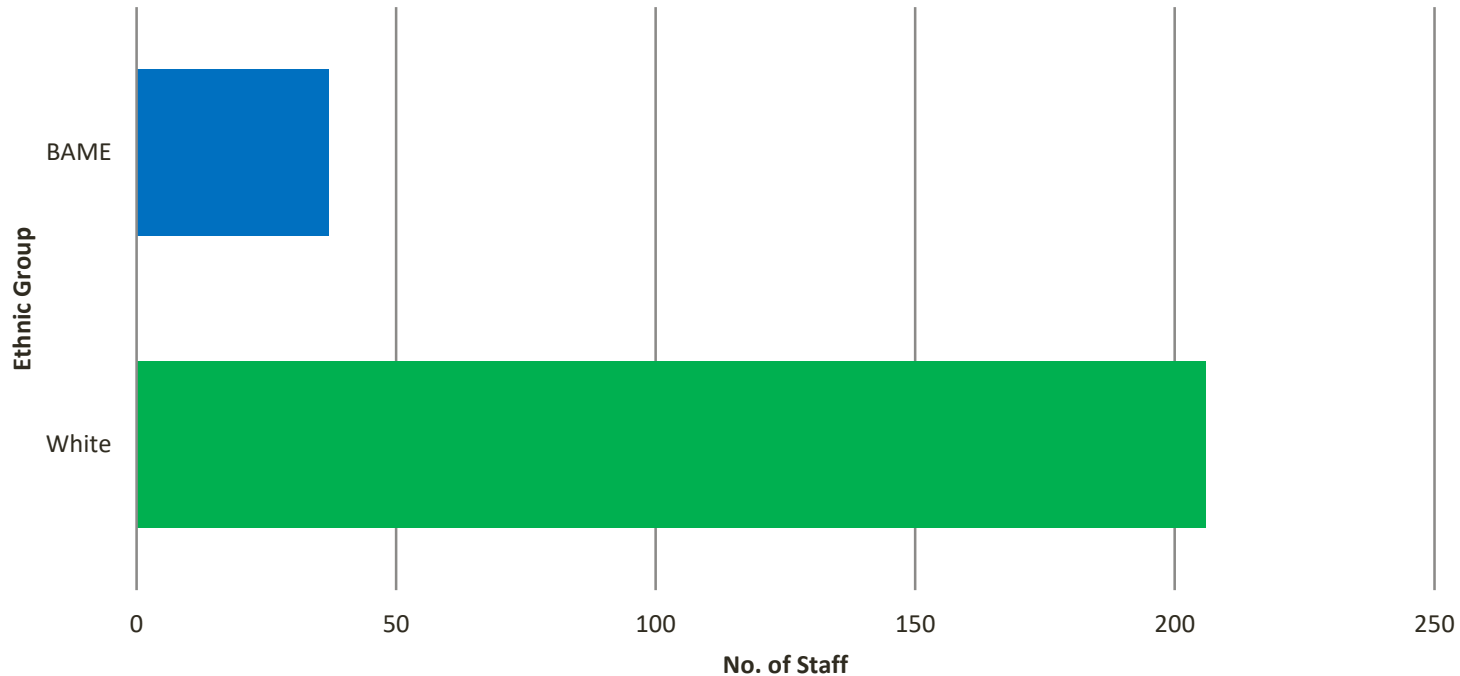
Comparison of Ethnicity Groups within Staff in Southwark LA Maintained Schools



| Ethnicity Groups | Total | % |
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| Asian | 137 | 4.1 |
| Other Ethnicities | 160 | 4.7 |

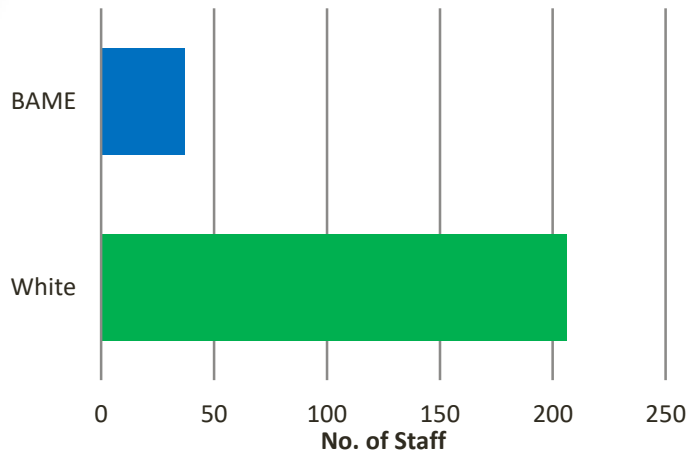
Ethnicity Data obtained for 3382 out of 3621

Comparison of the Number of White and BAME Senior Leaders within 74 Southwark LA Maintained Schools



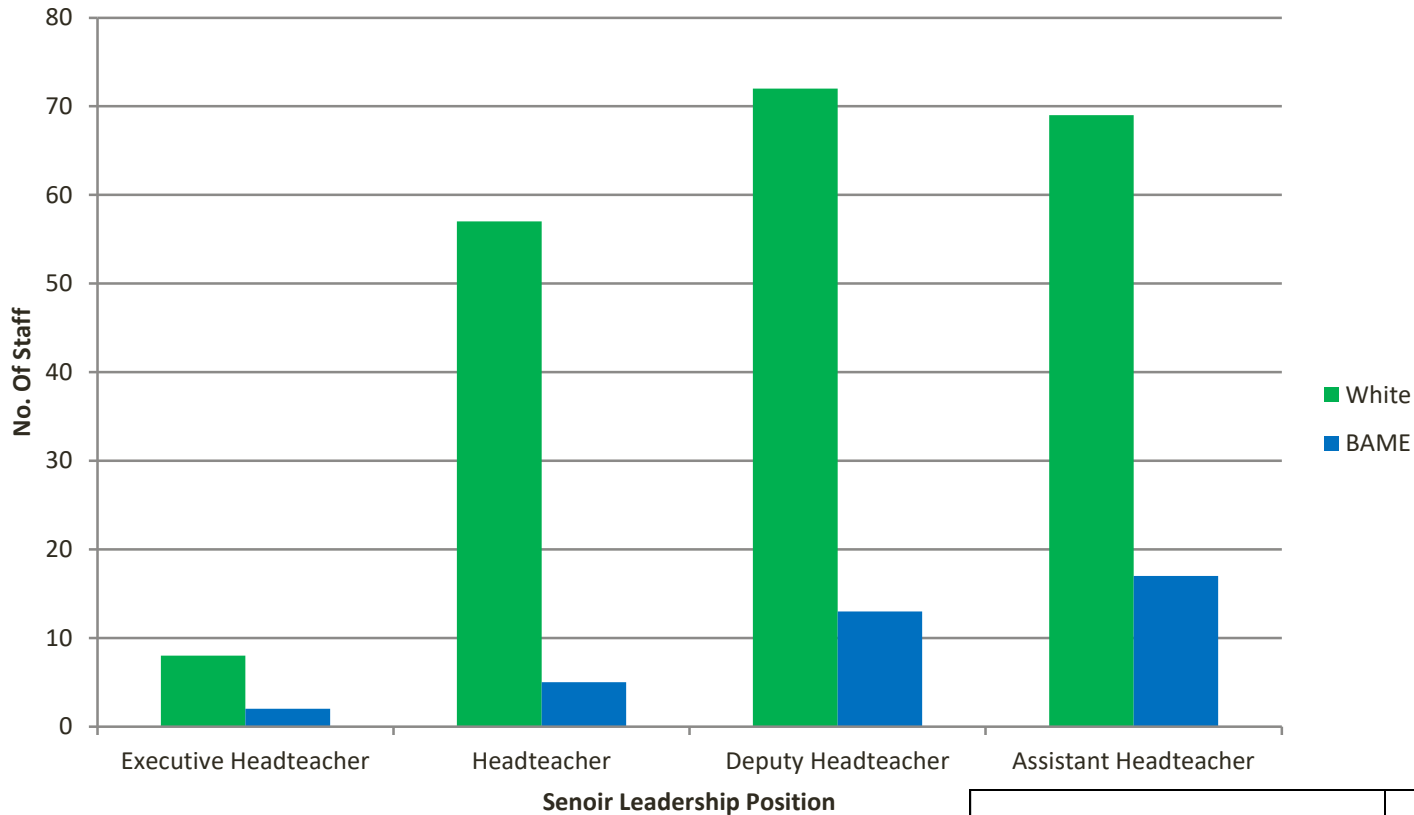
| Ethnic Group | Total |
|--------------|-------|
| White | 206 |
| BAME | 37 |

Comparison of the Number of White and BAME Senior Leaders within 74 Southwark LA Maintained Schools



- Only 28 of the Southwark Maintained schools have a member of the Senior Leadership team who is categorised as 'BAME'.
- 22 of the 'BAME' Senior Leaders are Black, only 2 of these are Headteachers.
- 5 Senior Leaders are Asian, within that group 2 are Headteacher and one is an Executive Headteacher.

Comparison of the Number of White and BAME Senior Leaders Roles within 74 Southwark LA Maintained Schools



| Position | White | BAME |
|-----------------------|-------|------|
| Executive Headteacher | 8 | 2 |
| Headteacher | 57 | 5 |
| Deputy Headteacher | 72 | 13 |
| Assistant Headteacher | 69 | 17 |

SOUTHWARK NEU BRANCH CASEWORK EQUALITIES REPORT (2018-2020)

| | No. of Cases | BAME Members | Settlement Agreements |
|---------------------------|--------------|--------------|-----------------------|
| Sickness | 10 | 5 | 3 |
| Disciplinary | 11 | 5 | 2 |
| Grevance | 6 | 5 | 1 |
| Working Conditions | 2 | | |
| Flexible Working | 2 | | |
| Support Plan (Capability) | 4 | 2 | |
| Support Staff Issues | 2 | | |
| Pay | 3 | 1 | |
| Total No. | 40 | 18 | 6 |

- 45% of cases in Southwark NEU Branch were members from Black, Asian and Minority Ethnic groups.
- 5 out of 6 settlement agreements were for members from Black, Asian and Minority Ethnic groups; 83%.

How can the representation of Black , Asian and all ethnic minorities within school staff be increased within Southwark?

How can the inclusion of Black , Asian and all ethnic minorities be improved within Senior Leadership roles?

How can opportunities for progression to Senior Leadership roles be available and promoted for Black , Asian and all Ethnic minority groups?

How can the categorisation of all ethnicity groups be improved within Southwark data?