

Item No. 6	Classification: Open	Date: 30 January 2024	Decision Taker: Education and Local Economy Scrutiny Commission
Report title:		Workforce Impact of Amalgamations and Closures of Council Maintained Schools	
Ward(s) or groups affected:		All	
From:		Shereen Moussa, Head of Schools Human Resources, Southwark Council	

PURPOSE OF REPORT

1. The purpose of this report is to inform the Education and Local Economy Scrutiny Commission about the impact on the Southwark schools workforce of amalgamations and closures of council *maintained schools* in relation to: ethnicity; gender; sexuality; and disability.
2. The report will consider these in relation to: school support staff; teachers; and school senior leadership teams.
3. The report will also present data on ethnicity and formally recorded disciplinary action in council maintained schools.

RECOMMENDATION(S)

2. Education and Local Economy Scrutiny Commission note this report.

BACKGROUND INFORMATION

What is a council *maintained school* (education legal context)

3. A council *maintained school* is a school funded by the local authority. The funding comes from government, through the Department for Education to the council, to be distributed to maintained schools following strict financial regulations.
4. The School Standards and Framework Act 1998 (as amended) sets out the different types of maintained schools and how they are governed.
5. The main **types of *maintained schools*** are:
 - **community schools**, which are sometimes called local authority maintained schools - they are not influenced by business or religious groups and follow the [national curriculum](#)

- **foundation schools and voluntary aided schools**, which are funded by the local authority but have more freedom to change the way they do things - sometimes they are supported by representatives from religious groups
 - **academies and free schools**, which are run by not-for-profit academy trusts, are independent from the local authority - they have more freedom to change how they run things and can follow a different curriculum
6. There are 70 primary schools in Southwark. 51 (73%) are maintained, 19 (27%) are non-maintained. Of the maintained schools 29 are community schools, 10 are Church of England voluntary aided schools, 10 are Roman Catholic voluntary aided schools, 2 are foundation schools.
 7. There are 20 secondary schools in the borough. 2 (1%) are maintained, (99%) are non-maintained.
 8. The School Staffing (England) Regulations 2009 (as amended) sets out the school's governing board's responsibilities for the appointment, management and dismissal of staff in their schools regardless of school status. It also sets out the council's obligations in terms of employment.

What schools have amalgamated or been closed in the last year

9. During the academic year September 2022 to July 2023 the following schools have amalgamated or closed:
10. **Cobourg** and **Camelot Primary Schools** amalgamated in August 2023 to form Bird in Bush Primary School. These schools were both community schools, maintained by the council
11. **Townsend Primary School** closed in August 2023. This was a community school, maintained by the council.
12. **St Francesca Cabrini** Primary School closed in August 2023. This was a voluntary aided school, maintained by the council.
13. **Harris Academy Free** and **Harris Park Academy Primary Schools** amalgamated in August 2023. Harris Academy Free Primary School closed and Harris Park Academy Primary School continues. These are an academy schools not maintained by the council.
14. No secondary or special schools were amalgamated or closed.
15. In summary in the last year two maintained primary schools amalgamated to form one new school, two academy primary schools amalgamated into one primary school, and two other maintained primary schools closed.

The council's duties as an employer for maintained schools

16. **Community schools** operate under a distinctive governance structure, with a dual employer system comprised of the governing board and the council.
17. In line with its statutory duty, the council delegates the financial responsibilities to the governing board, granting them the authority to make crucial employer decisions. This includes the appointment of staff, including the headteacher.
18. Most governing boards delegate most staffing decisions to the headteacher. Therefore, the governing board, or as may be delegated by them, the headteacher, assumes responsibility for a spectrum of decisions, ranging from day-to-day management to overarching strategic choices.
19. The council has a range of statutory employer functions it performs. For example it confirms the appointment and dismissal of staff, following the governing board's decision, but plays no other part in that decision making process. The local authority also sets the terms and conditions for which staff employed in these schools are appointed on.
20. In summary, the governing board of each council maintained community school is legally responsible and accountable for staffing decisions. These are not the responsibility of the council. The council is an arm's length employer in those schools where it is also legally the employer and does not become involved in day-to-day operational decisions.
21. **Voluntary aided schools** are often, but not always, church or faith schools. Although these schools are maintained and received funding through the local authority, the local authority has no employer responsibilities. Voluntary aided schools have greater autonomy than other maintained schools in terms of admissions, employment of staff and religious education. The Diocese is the responsible body for voluntary aided schools.
22. **Academies** are funded directly by the Department for Education (DfE) and operate independently of the council. The council does not any statutory employer responsibilities.

Other matters

23. The **reasons for the amalgamation and closures** were to manage the impact of falling pupil rolls on its primary schools, as part of the council's Keeping Education Strong Strategy, agreed by cabinet in December 2022.
24. In July 2023, the Commission heard from the **National Education Union (NEU) perspectives** on equalities within schools in the borough. School amalgamations and closures: those relating to two schools closures were said to disproportionately affect non-white and support staff. No data or evidence was provided to support this view. The NEU stated they would like to gather that data.

25. These matters had not been raised previously through the established liaison meetings between the Unions and the council about schools and education matters. The report, whilst offering a glimpse into HR cases involving the NEU only, did not provide a comprehensive overview of equalities across Southwark schools. It also presented several assumptions regarding staffing and HR practice in schools.

Equality Act 2010 – legal context

26. The Equality Act 2010 protects everyone in England and Wales. It applies to all schools, regardless of type. The Act covers the following protected characteristics: sex; race; religion or belief; sexual orientation; gender reassignment; pregnancy and maternity; age; disability; marriage and civil partnership. Age and marriage and civil partnership only apply in schools in relation to employment. They do not apply to pupils.
27. The Equality Act also introduced the Public Sector Equality Duty (PSED). This applies to schools. In line with this general duty, schools are required to ‘have due regard to the need to:
- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - Foster good relations across all characteristics, between people who share a protected characteristic and people who do not share it.
28. The duty itself requires the school to:
- Publish information to demonstrate how the school is complying with the PSED; and
 - Prepare and publish equality objectives.
29. Whenever a school is making a significant decision, they must give thought to the implications it will have on equality. There is no legal requirement to provide a written record however it is good practice that an equalities impact assessment is completed, as a written record.
30. Schools complete the equalities impact assessment, based on the information they hold, which employees provide as part of the equalities monitoring form when they start.
31. As part of the Southwark Schools Reorganisation, Redundancy and Redeployment Policy and Procedure, there is an equalities impact assessment form.

KEY ISSUES FOR CONSIDERATION

Data protection considerations

32. There is a duty of confidentiality and safeguarding in relation to the personal data of individuals. In adherence with the UK GDPR Regulations this report does not provide information identifying individual schools to mitigate the risk of potential direct or indirect identification of individuals, given the relatively small scale of data involved.
33. In line with the Data Protection Act 2018 schools are the data controller of the personal data it collects and retains. As the data controller, this means schools are required to register with the Information Commissioner's Office.
34. The responsibility and accountability for compliance for data protection sits with schools governors in state schools. The council has no oversight or control of the data that schools retain.
35. The governing board of each school is deemed to be the data controller for the purposes of the Data Protection Act 2018. Data is only a partial snapshot of staffing matters in Southwark, based on the data held through Southwark Schools' HR Service.
36. It is important to note that when employees are asked for personal data regarding their protected characteristics, there is no legal requirement for them to disclose this information.

Data within this report

37. The following sections of this report only presents data about amalgamations and closures of council maintained schools, that is from the amalgamation of Cobourg and Camelot Primary Schools, and the closures of Townsend and St Francesca Cabrini Primary Schools.
38. The report does not present data relating to academies. These schools operate autonomously from the council as set out above and thus the council holds no data on them.
39. The data within this report is thus only partial representation of the impact of changes across schools in the borough based on the data collected by Southwark Schools Human Resources Service as part of its work with council maintained community schools.
40. The data below outlines the characteristics of those staff who were made redundant across all schools. It does not contain data relating to staff who were redeployed. In the one school amalgamation only four staff were made redundant, the rest were redeployed in the nearby new Bird in Bush school or obtained roles in another school.
41. Appendix one sets out taken from the School Workforce Census (SWFC). This is an annual DfE collection of school held data as follows: age; disability; sex; gender and ethnicity. The commission may find this helpful context for their consideration of data in relation to the schools workforce.

Job type

42. The tables below set out the staffing breakdown by job type.

Schools	Support Staff	Teachers (includes SLT)	Total Impacted Staff
Total	34	18	52
%	65%	35%	100%

Support Staff – Analysis by job type	Total	%
Admin	8	24%
Catering	3	9%
Cleaner	3	9%
Midday Supervisor	5	15%
Nursery	2	6%
Premises	3	9%
Teaching Assistant	10	29%
Total	34	100%

Teacher Staff – Analysis by job type	Total	Total
Senior Leadership Team	6	33%
Teachers	10	56%
Unqualified Teacher	1	6%
Higher Level Teaching Assistant	1	6%
Total	18	100%

43. Support staff were more impacted, compared to teachers (including SLT) at 65% of the total workforce.
44. Teaching Assistants were the highest category of support staff (29%), followed by Admin staff (24%).
45. SLT in the teaching category include Headteachers, Deputy Headteachers and Assistant Headteachers. They accounted for 33% of total teachers impacted.
46. Most teachers impacted were qualified teachers at 56%.

Gender

47. The tables below set out how staff identify themselves by gender.

Support Staff	Female	Male	Total
Total	27	7	34
%	79%	21%	100%

Teachers (Includes SLT)	Female	Male	Total
Total	14	4	18
%	78%	22%	100%

48. Primary schools tend to attract more female workers compared to male than secondary schools. The proportion is the same amongst support staff and teachers.

49. The data demonstrates that most support staff (79%) and teachers including SLT (78%) impacted were female. This is in line with the demographic make-up of staff working in all schools in Southwark, based on the 2023 School Workforce Census – 83.2% of all staff employed in Southwark maintained schools identify as female.

50. The data collection does not ask individuals how they identify, which may be different to their assigned gender at birth. For this reason, it has not been possible to establish if any staff identify as transgender.

Disability

51. The tables below set out those staff who identified themselves as being disabled.

Disability- Support Staff	Total	% of Total Staff
Disability	2	6%
Non Disability	31	94%
Total	33	100%

Disability - Teachers Staff	Total	% of Total Staff
Disability	0	0%
Non Disability	18	50%
Total	18	50%

52. 6% of support staff identified themselves as having a disability. This is compared to 0% of teachers (including SLT).

53. Disclosing a disability is an individual choice and it depends on whether the individual considers they have a disability and whether they need any adjustments in the workplace.
54. Where an employee has disclosed their disability and their needs, reasonable adjustments would be put in place.

Working patterns

55. The tables below set out the impact on staff by working pattern.

Working Pattern- Support Staff	Total	% Total
Full Time	20	59%
Part Time	14	41%
Not Confirmed	0	0%
Total	34	100%

Working Pattern- Teacher Staff	Total	% Total
Full Time	15	83%
Part Time	3	17%
Not Confirmed	0	0%
Total	18	100%

56. Schools tend to operate on a term time only basis, so that staff are specifically employed and available during term time to meet the needs of the children.
57. Schools also interpret support staff carrying out full time working as working at 32.5 hours a week, even though they work term time only and not all year round. The data includes staff in this category, such as teaching assistants and nursery staff, as well as staff who work 36 hours a week, all year round, such as the administrative and premises staff.
58. Support staff who were deemed to be full time were most impacted by the changes (59%).
59. Teaching staff, including SLT, who were full time (83%) were most impacted.

Age

Age Group (Support Staff)	Total	% Total
Under 30	0	0%
31 - 40	4	12%
41 - 50	6	18%
51 - 60	12	35%
Over 60	12	35%
Total	34	100%

Age Group (Teacher Staff)	Total	% Total
Under 30	1	6%
31 - 40	5	28%
41 - 50	6	33%
51 - 60	4	22%
Over 60	2	11%
Total	18	100%

60. Schools tend to have a stable support staff workforce, who predominantly are locally based.
61. Teachers tend to move more frequently and there are known recruitment and retention challenges in the profession.
62. The age data should be considered against this context on the basis that support staff age demographic is higher at the 41 – 50 and 51 – 60 age groups. Those staff also tend to have longer service.
63. Teachers in the 41 – 50 age group were impacted most (33%).

Ethnic Background

64. The tables below set out the staffing breakdown by ethnicity.

Support Staff- Ethnic Background	Total	%
Another Mixed Background	1	3%
White British	12	35%
Black British	1	3%
White Irish	3	9%
Another White Background	1	3%
Any other ethnic group	7	21%
Not known	1	3%
Black African	1	3%
Black Caribbean	7	21%
Total	34	100%

Teachers- Ethnic Background (Includes SLT)	Total	%
Another Mixed Background	2	11%
White British	9	50%
Black British	0	0%
White Irish	3	17%
Another White Background	1	6%
Any other ethnic group	1	6%
Not known	0	0%
Black African	1	6%
Black Caribbean	1	6%
Total	18	100%

65. Support staff from White British background were most impacted by the change (35%). This was followed by those who identified as either being from Any Other Ethnic Group (21%) and Black Caribbean (21%).

66. Teachers (including SLT) from White British background were most impacted by the change (50%). This was followed by White Irish (17%).

Disciplinary actions – employee relations context

67. The following section presents information and data relating to formal disciplinary action in council maintained schools.

Legal framework

68. The Employment Rights Act 1996 sets out the statutory framework for disciplinary procedures in the UK. Employers are required to follow a fair and reasonable process before taking disciplinary action against an employee.
69. Disciplinary proceedings refer to the process by which employers address and manage alleged misconduct or breaches of workplace rules committed by employees.
70. The Advisory, Conciliation and Arbitration Service (ACAS) provides a Code of Practice on Disciplinary and Grievance Procedures. While not legally binding, employment tribunals take the ACAS Code into account when assessing whether an employer has acted fairly.
71. The council's Schools Human Resources model policies and procedures are in line with the ACAS Code.

School policies and procedures

72. Southwark Schools Human Resources consult and work with the recognised trade unions on changes and updates to the model human resources policies and procedures that maintained schools adopt.
73. Whilst schools are required to have a disciplinary (and grievance) policy and procedure in place, the governing board is responsible for the adoption by the school of these policies and procedures.
74. In the case of voluntary aided schools, both the Catholic Education Service (in the case of Catholic schools) and the Southwark Diocesan Board of Education (in the case of Church of England schools) issue their own model policies and procedures.
75. Most maintained community schools in Southwark tend to adopt the Southwark Schools Human Resources Model policies and procedures but it should be emphasised these policies once adopted by the school are those of the school, not the council.

School staff disciplinary data

76. For the purposes of this report, the data provided in this section is limited to where Southwark Schools Human Resources have been involved in providing advice to the school in question. The majority of schools buying into the Southwark Schools HR Service are council maintained schools. This report therefore only provides a partial overview of disciplinary cases within Southwark schools because as set out above, the council's responsibilities as an employer, and thus human resources functions, are limited.

77. The information provided regarding all disciplinary data is for the academic year 2022 – 2023 and includes the following:
- Formal disciplinary cases across all trade unions, for comparison purposes.
 - This includes cases at the formal hearing stage.
 - Staffing analysis by all different ethnic group categories, for comparison purposes.
78. It does not include any disciplinary cases that are being managed informally or that have not progressed to a formal hearing.
79. The purpose of this section is not to highlight individual cases, but rather to provide an overview of cases, by ethnicity and the outcome of those formal hearings.

Data analysis – quantity and type

80. In 2022/23, the total number of disciplinary matters investigated by schools that were taken to a formal disciplinary. Below is a table of the number and type of such hearings.

Case Type	Number of School
Misconduct	1
Gross Misconduct	1
Safeguarding	3
Grand Total	5

81. This data does not include the number of disciplinary cases being managed by schools that are being managed as part of management action and have not escalated to a formal hearing.
82. The Schools Workforce Data Return records 3,170 employees in council maintained schools in the borough. The total number of formal disciplinary hearings relates to 0.002% of employees.

Unions	Number of School
External and unrecognised Trade Union	1
GMB	3
NEU	1
Grand Total	5

83. The legislation governing trade unions and their members is the Trade Union and Labour Relations (Consolidation) Act 1992.
84. Most workers in the UK have the right to join a trade union of their choice.
85. There are various trade unions in the UK, each representing the interests of specific groups of workers.

86. Southwark Council, as a public body, recognises and engages with certain trade unions for the purposes of collective bargaining.
87. Individuals can choose to join a trade that is not recognised by Southwark Council.
88. In this analysis, a trade union unrecognised by Southwark Council was representing one employee, who was subject to a formal hearing.
89. In the other four cases, a recognised trade union represented those employees.
90. Regardless of whether the trade union is recognised or not, the same principles and procedural framework would apply to the formal hearing process.

Data analysis – ethnicity.

91. In 4 out of the 5 cases (80%) employees are from either any other black background or black Caribbean.
92. According to the data in the School Workforce Census, the highest category of staff employed across all phases in Southwark class themselves as White (62.3%). (This category includes White British).
93. Black or Black British staff are 19.4% of the total workforce.
94. On the basis of the stats, a higher proportion of staff from Black or Black British background have had a formal disciplinary hearing, compared to White staff members.

Case Type	Any other black background	Black Caribbean	White British
Disciplinary	0	0	1
Gross misconduct	0	1	0
Safeguarding	1	2	0

95. Three of the cases relate to safeguarding. All staff in schools are required to adhere to Keeping Children Safe in Education (KSCIE), which is updated annually in September. This is a statutory document.
96. Staff in schools are required to adhere to the school's policies and procedures, including the Code of Conduct.

Data analysis of formal disciplinary hearings

97. There were 2 dismissals, compared to 3 warning outcomes.

Outcome	Number of employees	Any other black background	Black Caribbean	White British
Dismissal – Gross Misconduct	1	1		
Dismissal on SOSR – relationship breakdown	1		1	
Final Written Warning	1			1
Second Written warning	1		1	
Written Warning	1	1		
Grand Total	5			

Conclusions

98. The potential impact of taking someone through the disciplinary process could result in sanctions including up to dismissal. Schools do not tend to take this lightly.
99. On this basis, schools are required to ensure that all reasonable management action has been taken in line with employment law and reasonable management action.
100. Where Southwark Schools Human Resources Service is involved in advising the school, they work with the school governance team to ensure that the panel of governors hearing a case are representative.
101. In all cases, dismissal should always be the last resort.

Flexible working requests

102. The following section presents information relating to flexible working requests in council maintained schools.
103. The legal framework for flexible working is governed by the Employment Rights Act 1996 and the Flexible Working Regulations 2014. The DfE have also published guidance for schools in implementing flexible working.
104. In Southwark schools manage their own flexible working requests. On this basis this is not an area that the council's Schools Human Resources Service is routinely involved in or collects and holds data about. Individual schools would need to be approached for such data.

School Governors Diversity Data

105. The following section presents information relating to council maintained schools governors.
106. There is currently no statutory obligation to record governing board diversity data, although the DfE released guidance in 2023 to encourage schools to collate and publish this data on school websites.
107. Southwark Governor Services are working with their governor database partners, GovernorHub, to collect this data from spring 2024.

108. This data collection will form part of a 'business as usual' approach to allow for a continued, up to date picture of diversity in governance across the borough.
109. GovernorHub is the governance database service provided to all schools across the borough to fulfil the council's statutory obligation to maintain a governor database.
110. Southwark Governor has recently supported the launch of the 'Inclusive Governance' initiative created by Governors for Schools, who the service partners with to support governor recruitment. As well as the above, Governor Services has worked with governing boards to provide anti-racist training in governance.
111. The service commissioned the expertise of Liz Pemberton (The Black Nursery Manager), to deliver anti-racist training to governing boards, as well as working closely with the SST education work stream leads to ensure governors remain up to date with progress and areas of development in this work stream.

END OF REPORT

APPENDICES

Appendix 1	School Workforce Census Analysis – All Staff in Maintained Schools
Appendix 2	School Workforce Census Analysis – Senior Leaders in Maintained Schools
Appendix 3	Southwark Population Data
Appendix 4	Benchmarking of Southwark School Staffing Data (SWFC)

Appendix 1

SCHOOL WORKFORCE CENSUS ANALYSIS – ALL STAFF IN MAINTAINED SCHOOLS

1. The School Workforce Census (SWFC) is a statutory data collection that takes place each autumn.
2. The census collects data relating to teachers and support staff in maintained schools and centrally employed education roles in the local authority.
3. This data does not include information from the independent sector (that includes academies and free schools).
4. The following analysis is based on the data from the SWFC 2023 (as of November 2023).
5. It is based on headcount, rather than the number of contracts. Analysing the data in this way removes the double counting of employees with multiple contracts at a school. Out of 3,170 employee records reported in the SWFC, 461 employees have/ had multiple contracts (of between two to four).
6. Southwark Council completes this analysis on an annual basis and shares this with the trade unions, tabled for discussion in the Officer/Trade Union Divisional Liaison Meetings.

Headcount

School Phase	All Reported Staff in SWC 2023
Nursery	125
Primary	2,435
Secondary	263
Special & PRU	300
LA Centrally Employed	47
Southwark LA Maintained	3,170

7. This is the total number of staff in the maintained sector and those employed in education roles in the local authority.
8. The largest number of staff are employed in the primary maintained sector.
9. The numbers for secondary schools only include those in the maintained sector and therefore, staffing in academies and free schools are excluded from this data.

Teacher or Support Staff

School Phase	Teacher (no.)	Support Staff (no.)	Teacher (%)	Support Staff (%)	All Reported Staff in SWC 2023
Nursery	23	102	18.4%	81.6%	125
Primary	1003	1432	41.2%	58.8%	2435
Secondary	181	82	68.8%	31.2%	263
Special & PRU	101	199	33.7%	66.3%	300
LA Centrally Employed	20	27	42.6%	57.4%	47
Southwark LA Maintained	1328	1842	41.9%	58.1%	3170

10. 58.1% of staff employed across all phases are support staff, compared to 41.9% of teaching staff.
11. Support staff roles include roles in premises, administration and support staff.
12. 41.9% of teaching staff includes senior leaders, e.g. Headteachers, Deputy and Assistant Headteachers.

Gender

School Phase	F (No.)	M (No.)	Not Specified (No.)	F (%)	M (%)	Not Specified (%)	All Reported Staff in SWC 2023
Nursery	117	8	0	93.6%	6.4%	0.0%	125
Primary	2090	338	7	85.8%	13.9%	0.3%	2435
Secondary	176	87	0	66.9%	33.1%	0.0%	263
Special & PRU	218	82	0	72.7%	27.3%	0.0%	300
LA Centrally Employed	36	11	0	76.6%	23.4%	0.0%	47
Southwark LA Maintained	2637	526	7	83.2%	16.6%	0.2%	3170

13. The highest number of staff employed classified themselves as female across all phases (83.3%) compared to male (16.6%).

Age

School Phase	Nursery	Primary	Secondary	Special & PRU	LA Centrally Employed	Southwark LA Maintained Total
Under 25 (no.)	0	58	14	8	0	80
25 to 29 (no.)	5	198	50	45	0	298
30 to 39 (no.)	24	646	80	73	12	835
40 to 49 (no.)	44	595	52	64	15	770
50 to 59 (no.)	30	610	44	80	13	777
60 and above (no.)	22	328	23	30	7	410
Under 25 (%)	0.00%	2.40%	5.30%	2.70%	0.00%	2.50%
25 to 29 (%)	4.00%	8.10%	19.00%	15.00%	0.00%	9.40%
30 to 39 (%)	19.20%	26.50%	30.40%	24.30%	25.50%	26.30%
40 to 49 (%)	35.20%	24.40%	19.80%	21.30%	31.90%	24.30%
50 to 59 (%)	24.00%	25.10%	16.70%	26.70%	27.70%	24.50%
60 and above (%)	17.60%	13.50%	8.70%	10.00%	14.90%	12.90%
All Reported Staff in SWC 2023	125	2435	263	300	47	3170

14. In nursery provision, the highest number of staff employed were in the 40 to 49 age bracket (35.25%).
15. In primary (26.5%) and secondary (30.4%) schools, the highest number of staff employed were in the 30 to 39 age bracket. In special schools, this was in the 50 to 59 age bracket (26.7%).
16. LA Centrally employed had a higher number of staff employed in the 40 to 49 age bracket (31.9%).
17. The lowest category of staff employed in an age category were in the under 25s at 2.5%.
18. By comparison, secondary schools had 19% staff employed in the age 25 – 29 category. This is the highest within all phases. This is compared to primary schools, who only have 8.1% of their staff in this age bracket.

Disability Status

School Phase	No Disability (No.)	With Disability (No.)	Unclassified	No Disability	With Disability	Unclassified	All Reported Staff in SWC 2023
Nursery	97	0	28	77.6%	0.0%	22.4%	125
Primary	1537	23	875	63.1%	0.9%	35.9%	2435
Secondary	68	10	185	25.9%	3.8%	70.3%	263
Special & PRU	233	10	57	77.7%	3.3%	19.0%	300
LA Centrally Employed	24	0	23	51.1%	0.0%	48.9%	47
Southwark LA Maintained	1959	43	1168	61.8%	1.4%	36.8%	3170

19. 1.4% of staff classed themselves as having a disability.
20. 61.8% of staff did not consider themselves to have a disability.
21. This is compared with 36.8% of staff who did not disclose any information.

Ethnicity Breakdown

OVERVIEW

Black, Asian or Ethnic Minority Background

School Phase	BAME (no.)	Not BAME (no.)	BAME (%)	Not BAME (%)	All Reported Staff in SWC 2023
Nursery	62	63	49.6%	50.4%	125
Primary	992	1443	40.7%	59.3%	2435
Secondary	126	137	47.9%	52.1%	263
Special & PRU	146	154	48.7%	51.3%	300
LA Centrally Employed	29	18	61.7%	38.3%	47
Southwark LA Maintained	1355	1815	42.7%	57.3%	3170

22. Total percentage of staff employed across Southwark is broken down by 42.7% BAME compared to 57.3% non-BAME.

Total number of staff – breakdown by main ethnic groups

School Phase	Asian or Asian British	Black or Black British	Chinese	Mixed / Dual Background	White	Any Other Ethnic Group	Unclassified
Nursery	6	29	0	5	64	6	15
Primary	85	438	14	117	1567	57	157
Secondary	10	62	3	10	160	6	12
Special & PRU	8	72	1	21	159	7	32
LA Centrally Employed	3	14	0	3	24	2	1
Southwark LA Maintained	112	615	18	156	1974	78	217

Percentage of staff – breakdown by main ethnic groups

School Phase	Asian or Asian British	Black or Black British	Chinese	Mixed / Dual Background	White	Any Other Ethnic Group	Unclassified	All Reported Staff in SWC 2023
Nursery	4.8%	23.2%	0.0%	4.0%	51.2%	4.8%	12.0%	125
Primary	3.5%	18.0%	0.6%	4.8%	64.4%	2.3%	6.4%	2435
Secondary	3.8%	23.6%	1.1%	3.8%	60.8%	2.3%	4.6%	263
Special & PRU	2.7%	24.0%	0.3%	7.0%	53.0%	2.3%	10.7%	300
LA Centrally Employed	6.4%	29.8%	0.0%	6.4%	51.1%	4.3%	2.1%	47
Southwark LA Maintained	3.5%	19.4%	0.6%	4.9%	62.3%	2.5%	6.8%	3170

23. Analysis by ethnic groups: The highest percentage of staff class themselves as White (62.3%). This is followed by 19.4% of staff classing themselves as Black or Black British.

Total number of staff – breakdown by detailed ethnicity groups

School Phase	Nursery	Primary	Secondary	Special PRU &	LA Centrally Employed	Southwark Maintained	LA
Bangladeshi (no.)	3	34	1	1	0	39	
Indian (no.)	1	16	4	2	2	25	
Pakistani (no.)	1	9	0	1	0	11	
Other Asian (no.)	1	26	5	4	1	37	
Black Caribbean (no.)	19	219	26	34	3	301	
Black African (no.)	9	149	26	21	2	207	
Other Black (no.)	1	70	10	17	9	107	
Chinese (no.)	0	14	3	1	0	18	
White & Black Caribbean (no.)	1	38	4	5	0	48	
White & Black African (no.)	1	6	3	1	1	12	
White & Asian (no.)	1	15	1	3	0	20	
Other Mixed (no.)	2	58	2	12	2	76	
White British (no.)	48	1286	125	122	17	1598	
White Irish (no.)	0	56	10	5	0	71	
Other White (no.)	16	225	25	32	7	305	
Any Other Ethnic Group (no.)	6	57	6	7	2	78	
Unclassified (no.)	15	157	12	32	1	217	
All Reported Staff in SWC 2023	125	2435	263	300	47	3170	

Total percentage of staff – breakdown by detailed ethnicity groups

School Phase	Nursery	Primary	Secondary	Special PRU &	LA Centrally Employed	Southwark Maintained LA
Bangladeshi (%)	2.4%	1.4%	0.4%	0.3%	0.0%	1.2%
Indian (%)	0.8%	0.7%	1.5%	0.7%	4.3%	0.8%
Pakistani (%)	0.8%	0.4%	0.0%	0.3%	0.0%	0.3%
Other Asian (%)	0.8%	1.1%	1.9%	1.3%	2.1%	1.2%
Black Caribbean (%)	15.2%	9.0%	9.9%	11.3%	6.4%	9.5%
Black African (%)	7.2%	6.1%	9.9%	7.0%	4.3%	6.5%
Other Black (%)	0.8%	2.9%	3.8%	5.7%	19.1%	3.4%
Chinese (%)	0.0%	0.6%	1.1%	0.3%	0.0%	0.6%
White & Black Caribbean (%)	0.8%	1.6%	1.5%	1.7%	0.0%	1.5%
White & Black African (%)	0.8%	0.2%	1.1%	0.3%	2.1%	0.4%
White & Asian (%)	0.8%	0.6%	0.4%	1.0%	0.0%	0.6%
Other Mixed (%)	1.6%	2.4%	0.8%	4.0%	4.3%	2.4%
White British (%)	38.4%	52.8%	47.5%	40.7%	36.2%	50.4%
White Irish (%)	0.0%	2.3%	3.8%	1.7%	0.0%	2.2%
Other White (%)	12.8%	9.2%	9.5%	10.7%	14.9%	9.6%
Any Other Ethnic Group (%)	4.8%	2.3%	2.3%	2.3%	4.3%	2.5%
Unclassified (%)	12.0%	6.4%	4.6%	10.7%	2.1%	6.8%

24. Highest number of staff employed, across all phases in Southwark, class themselves as White British (50.4%).
25. The second highest category are staff from Other White background (9.6%).
26. The third highest category are staff from Black Caribbean (9.5%).
27. 6.8% of staff have not provided any classification about their ethnicity.

Appendix 2

SCHOOL WORKFORCE ANALYSIS – SENIOR LEADERS IN MAINTAINED SCHOOLS

Black, Asian or Ethnic Minority Background - School Phase Level (no. & %)

School Phase	BAME (no.)	Not BAME (no.)	BAME (%)	Not BAME (%)	All Reported Leaders in SWC 2023
Nursery	3	6	33.3%	66.7%	9
Primary	57	138	29.2%	70.8%	195
Secondary	11	6	64.7%	35.3%	17
Special & PRU	13	16	44.8%	55.2%	29
LA Centrally Employed	2	3	40.0%	60.0%	5
Southwark LA Maintained	86	169	33.7%	66.3%	255

Senior Leaders - Main Ethnic Group Breakdown – School Phase Level (numbers)

School Phase	Asian or Asian British (no.)	Black or Black British (no.)	Chinese (no.)	Mixed/Dual background (no.)	White (no.)	Any other ethnic group (no.)	Unclassified (no.)	All Reported Leaders in SWC 2023
Nursery	0	1	0	0	8	0	0	9
Primary	1	18	1	12	148	2	13	195
Secondary	0	4	0	1	10	1	1	17
Special & PRU	2	5	0	3	18	0	1	29
LA Centrally Employed	1	0	0	1	3	0	0	5
Southwark Maintained LA	4	28	1	17	187	3	15	255

Senior Leaders – Main Ethnic Group Breakdown - School Phase Level (percentages)

School Phase	Asian or Asian British (%)	Black or Black British (%)	Chinese (%)	Mixed/Dual background (%)	White (%)	Any other ethnic group (%)	Unclassified (%)	All Reported Leaders in SWC 2023
Nursery	0.00%	11.10%	0.00%	0.00%	88.90%	0.00%	0.00%	9
Primary	0.50%	9.20%	0.50%	6.20%	75.90%	1.00%	6.70%	195
Secondary	0.00%	23.50%	0.00%	5.90%	58.80%	5.90%	5.90%	17
Special & PRU	6.90%	17.20%	0.00%	10.30%	62.10%	0.00%	3.40%	29
LA Centrally Employed	20.00%	0.00%	0.00%	20.00%	60.00%	0.00%	0.00%	5
Southwark Maintained LA	1.60%	11.00%	0.40%	6.70%	73.30%	1.20%	5.90%	255

Ethnic Breakdown – Numbers

School Phase	Bangladeshi	Indian	Pakistani	Any other Asian background	Black Caribbean	Black - African	Any other black background	Chinese	White and Black Caribbean	White and Black African	White and Asian	Any other mixed background	White - British	White - Irish	Any other white background	Any other ethnic group	Unclassified	All Reported Leaders in SWC 2023
Nursery	0	0	0	0	0	1	0	0	0	0	0	0	6	0	2	0	0	9
Primary	1	0	0	0	9	5	4	1	4	1	2	5	125	7	16	2	13	195
Secondary	0	0	0	0	3	1	0	0	0	1	0	0	5	3	2	1	1	17
Special & PRU	0	0	1	1	2	3	0	0	0	0	1	2	15	0	3	0	1	29
LA Centrally Employed	0	1	0	0	0	0	0	0	0	0	0	1	3	0	0	0	0	5
Southwark LA Maintained	1	1	1	1	14	10	4	1	4	1	4	8	154	10	23	3	15	255

Ethnic Breakdown – Percentages

School Phase	Bangladeshi	Indian	Pakistani	Any other Asian background	Black Caribbean	Black - African	Any other black background	Chinese	White and Black Caribbean	White and Black African	White and Asian	Any other mixed background	White - British	White - Irish	Any other white background	Any other ethnic group	Unclassified	All Reported Leaders in SWC 2023
Nursery	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	22.2%	0.0%	0.0%	9
Primary	0.5%	0.0%	0.0%	0.0%	4.6%	2.6%	2.1%	0.5%	2.1%	0.5%	1.0%	2.6%	64.1%	3.6%	8.2%	1.0%	6.7%	195
Secondary	0.0%	0.0%	0.0%	0.0%	17.6%	5.9%	0.0%	0.0%	0.0%	0.0%	5.9%	0.0%	29.4%	17.6%	11.8%	5.9%	5.9%	17
Special & PRU	0.0%	0.0%	3.4%	3.4%	6.9%	10.3%	0.0%	0.0%	0.0%	0.0%	3.4%	6.9%	51.7%	0.0%	10.3%	0.0%	3.4%	29
LA Centrally Employed	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	5
Southwark LA Maintained	0.4%	0.4%	0.4%	0.4%	5.5%	3.9%	1.6%	0.4%	1.6%	0.4%	1.6%	3.1%	60.4%	3.9%	9.0%	1.2%	5.9%	255

28. The percentages are based on the number of leaders, rather than overall staffing numbers.

29. The majority of senior leaders in all phases identify as White-British (60.4%).

30. This is out of 255 senior leaders.

Senior Leaders – Ethnic breakdown – School Ward Level (numbers)

School Ward	Bangladeshi	Indian	Pakistani	Any other Asian background	Black Caribbean	Black - African	Any other black background	Chinese	White and Black Caribbean	White and Black African	White and Asian	Any other mixed background	White - British	White - Irish	Any other white background	Any other ethnic group	Unclassified	All Reported Leaders in SWC 2023
Borough & Bankside	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	11
Camberwell Green	0	0	1	0	3	1	2	0	1	0	0	2	14	0	5	0	0	29
Champion Hill	0	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0	0	6
Chaucer	0	0	0	0	1	1	0	0	0	0	0	0	2	1	0	1	1	7
Dulwich Hill	0	0	0	0	1	0	1	0	0	0	0	0	6	3	0	0	0	11
Dulwich Village	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2
Dulwich Wood	0	0	0	0	1	0	0	0	0	0	0	0	4	0	1	0	0	6
Faraday	0	0	0	0	1	0	0	0	0	0	1	0	4	0	0	0	0	6
Goose Green	0	0	0	0	1	0	0	0	0	0	0	1	8	0	0	0	0	10
LA Centrally Employed	0	1	0	0	0	0	0	0	0	0	0	1	3	0	0	0	0	5
London Bridge & West Bermondsey	0	0	0	0	2	0	0	0	1	0	0	1	7	0	1	1	1	14
Newington	0	0	0	0	0	0	1	0	0	0	0	1	4	0	0	0	3	9
North Bermondsey	0	0	0	0	0	0	0	1	0	0	0	1	8	0	1	0	0	11
North Walworth	0	0	0	0	1	1	0	0	0	0	0	0	3	1	2	1	0	9
Nunhead & Queen's Road	0	0	0	0	2	0	0	0	0	0	1	0	3	2	2	0	3	13
Old Kent Road	0	0	0	0	0	2	0	0	0	1	0	0	18	0	2	0	5	28
Peckham	0	0	0	1	0	5	0	0	0	0	1	1	5	1	2	0	1	17
Peckham Rye	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	5
Rotherhithe	1	0	0	0	1	0	0	0	0	0	0	0	8	1	0	0	0	11
Rye Lane	0	0	0	0	0	0	0	0	0	0	0	0	16	0	0	0	0	16
South Bermondsey	0	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0	0	6
St George's	0	0	0	0	0	0	0	0	1	0	0	0	4	1	1	0	1	8
St Giles	0	0	0	0	0	0	0	0	1	0	1	0	5	0	2	0	0	9
Surrey Docks	0	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0	0	6
Southwark LA Maintained	1	1	1	1	14	10	4	1	4	1	4	8	154	10	23	3	15	255

Senior Leaders – Ethnic breakdown – School Ward Level (percentages)

School Ward	Bangladeshi	Indian	Pakistani	Any other Asian background	Black Caribbean	Black - African	Any other black background	Chinese	White and Black Caribbean	White and Black African	White and Asian	Any other mixed background	White - British	White - Irish	Any other white background	Any other ethnic group	Unclassified	All Reported Leaders in SWC 2023
Borough & Bankside	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	11
Camberwell Green	0.0%	0.0%	3.4%	0.0%	10.3%	3.4%	6.9%	0.0%	3.4%	0.0%	0.0%	6.9%	48.3%	0.0%	17.2%	0.0%	0.0%	29
Champion Hill	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	16.7%	0.0%	0.0%	6
Chaucer	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	14.3%	0.0%	14.3%	14.3%	7
Dulwich Hill	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	54.5%	27.3%	0.0%	0.0%	0.0%	11
Dulwich Village	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2
Dulwich Wood	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	16.7%	0.0%	0.0%	6
Faraday	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	6
Goose Green	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	80.0%	0.0%	0.0%	0.0%	0.0%	10
LA Centrally Employed	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	5
London Bridge & West Bermondsey	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	7.1%	50.0%	0.0%	7.1%	7.1%	7.1%	14
Newington	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	44.4%	0.0%	0.0%	0.0%	33.3%	9
North Bermondsey	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	9.1%	72.7%	0.0%	9.1%	0.0%	0.0%	11
North Walworth	0.0%	0.0%	0.0%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	11.1%	22.2%	11.1%	0.0%	9
Nunhead & Queen's Road	0.0%	0.0%	0.0%	0.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	23.1%	15.4%	15.4%	0.0%	23.1%	13
Old Kent Road	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	64.3%	0.0%	7.1%	0.0%	17.9%	28
Peckham	0.0%	0.0%	0.0%	5.9%	0.0%	29.4%	0.0%	0.0%	0.0%	0.0%	5.9%	5.9%	29.4%	5.9%	11.8%	0.0%	5.9%	17
Peckham Rye	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	5
Rotherhithe	9.1%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.7%	9.1%	0.0%	0.0%	0.0%	11
Rye Lane	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	16
South Bermondsey	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	16.7%	0.0%	0.0%	6
St George's	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	50.0%	12.5%	12.5%	0.0%	12.5%	8
St Giles	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	11.1%	0.0%	55.6%	0.0%	22.2%	0.0%	0.0%	9
Surrey Docks	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	6
Southwark LA Maintained	0.4%	0.4%	0.4%	0.4%	5.5%	3.9%	1.6%	0.4%	1.6%	0.4%	1.6%	3.1%	60.4%	3.9%	9.0%	1.2%	5.9%	255

31. Dulwich Wood and Faraday wards have 16.7% of their senior leaders from Black Caribbean background.
32. Peckham ward has the highest number of senior leaders from Black African background (29.4%). This is compared to other areas where there is no representation from this group.
33. North Bermondsey is the only ward where there is representation from Chinese background (9.1%).
34. Dulwich Village, Peckham Rye and Rye Lane wards have 100% of all its senior leaders identifying from White British background.
35. Across all phases, 60.4% of all senior leaders are White British. 9.0% are Any Other White Background. 5.9% have not disclosed this information.

Appendix 3

SOUTHWARK POPULATION DATA

36. For the purposes of statistical comparison, the Southwark population data has been benchmarked against the data from the 2021 Census, based on the population by ethnicity and the London area.

Ethnicity	Southwark Population	Ethnic	London Ethnic Population	Percentage of total region
White British	3239280		44355044	36.8
Bangladeshi	322052		644900	3.7
Chinese	147523		445646	1.7
Indian	656269		1864304	7.5
Pakistani	290553		1587822	3.3
Any Other Asian Background	401250		972783	4.6
Black African	697054		1488387	7.9
Black Caribbean	345400		623115	3.9
Any Other Black Background	145915		297781	1.7
Mixed White And Asian	125188		488228	1.4
Mixed White And Black African	77340		249593	0.9
Mixed White And Black Caribbean	132557		513040	1.5
Any Other Mixed/Multiple Ethnic Background	170691		467116	1.9
Gypsy Or Irish Traveller	7029		67757	0.1
Roma	37690		100964	0.4
White	4731172		48699231	53.8
White Irish	156335		507473	1.8
Other	556772		1255632	6.3
Arab	139792		331856	1.6
Any Other Ethnic Background	416980		923776	4.7
Asian	1817647		5515455	20.7
Black	1188369		2409283	13.5
Mixed	505776		1717977	5.7
Any Other White Background	1290838		3667993	14.7
All	8799736		59597578	100

Appendix 4

BENCHMARKING OF SOUTHWARK SCHOOL STAFFING DATA (SWFC)

37. This section deals with the comparison of the SWFC against the Southwark, London and national data.
38. Figures are from the 2021 Census, unless otherwise stated.
39. The 2021 Census includes information for both adults and children. The SWFC only relates to adults.
40. For the purposes of statistical comparison, it has not been possible to identify where staff live. On this basis, an assumption has been made that the majority of staff working in Southwark schools are likely to be from the London area.

Sex

	School Census	Workforce	Southwark	London	England and Wales
Female (numbers)	2637		158,640	4,531,610	30.4 million
Female (percentage)	83.2%		51.7%	51.5%	51.0%
Male (numbers)	526		149,005	4,268,110	29.2 million
Male (percentage)	16.6%		48.3%	48.5%	49.0%
Not specified (numbers)	7.0%		Not reported		
Not specified (percentage)	0.2%		Not reported		

41. Females are more represented in Southwark maintained schools (83.2%) in comparison with the local, regional and national picture, where females total approximately 50% of the population.

Race

Ethnicity	School Workforce Census Number	School Workforce Census %	Southwark Population Number	Southwark %	London %	England & Wales %
Bangladeshi	39	1.2%	5,545	1.8%	3.7%	1.1%
Chinese	18	0.6%	8,405	5.3%	1.7%	0.7%
Indian	25	0.8%	6,145	4.1%	7.5%	3.1%
Pakistani	11	0.3%	2,005	0.7%	3.3%	2.7%
Other Asian	37	1.2%	8,440	5.3%	4.6%	1.6%
Black African	207	6.5%	48,320	32.4%	7.9%	2.5%
Black Caribbean	301	9.5%	18,155	5.9%	3.9%	1.0%
Other Black	107	3.4%	10,825	6.8%	1.7%	0.5%
Mixed White/Asian	20	0.6%	4,650	3.1%	1.4%	0.8%
Mixed White/African	12	0.4%	3,570	1.2%	0.9%	0.4%
Mixed White/Caribbean	48	1.5%	6,405	4.0%	1.5%	0.9%
Other Mixed/Multiple	76	2.4%	7,530	5.1%	1.9%	0.8%
White British	1598	50.4%	109,255	35.5%	36.8%	74.4%
White Irish	71	2.2%	6,025	3.8%	1.8%	0.9%
Gypsy/Irish Traveller	NOT REPORTED		155	0.1%	0.1%	0.1%
Roma	NOT REPORTED		1,580	0.5%	0.4%	0.2%
Any Other White	305	9.6%	41,205	26.0%	14.7%	6.2%
Arab	NOT REPORTED		3,120	2.1%	1.6%	0.6%
Other Ethnic	78	2.5%	16,310	5.3%	4.7%	1.6%

42. SWFC does not report on the following categories: “Gypsy/Irish Traveller”, “Roma” and “Arab”.
43. SWFC reports on “Unclassified”, which is where individuals have not provided their ethnic group. 217 staff (6.8% of the total maintained sector staffing) did not disclose this information. This is not a category in the 2021 Census.
44. More staff identify as White British – 50.4%. Compared to the Southwark Population, 36.5% of individuals living in Southwark and 36.8% across London identify in the same way. This is the highest category of ethnicity in all data sets.
45. 9.5% of staff employed, according the SWFC, class themselves as Black Caribbean. This is higher than both the Southwark (5.9%) and London (3.9%) figures.
46. Staffing representation for Black African in maintained schools is 6.5%, compared to 32.4% resident in Southwark, but is more in line with the London average of 7.9%.

Religion or belief

Religion	Southwark Population Number	Southwark %	London %	England & Wales %
Buddhist	2,965	1.0%	0.9%	0.5%
Christian	133,298	43.3%	40.7%	46.2%
Hindu	3,444	1.1%	5.1%	1.7%
Jewish	1,243	0.4%	1.7%	0.5%
Muslim	29,633	9.6%	15.0%	6.5%
Sikh	632	0.2%	1.6%	0.9%
Other religion	2,149	0.7%	1.0%	0.6%
No religion	111,935	36.4%	27.1%	37.2%
Not answered	22,338	7.3%	7.0%	6.0%

47. SWFC does not report on this area.

48. For the purposes of comparison, the Southwark data has been benchmarked against London and England and Wales data.

Sexual orientation

Sexual Orientation	Southwark Population Number	Southwark %	London %	England & Wales %
Straight/Heterosexual	211,847	82.7%	86.2%	89.4%
Gay/Lesbian	11,596	4.5%	2.2%	1.5%
Bisexual	6,586	2.6%	1.5%	1.3%
Pansexual	1,726	0.7%	0.1%	0.1%
Asexual	192	0.1%	0.1%	0.1%
Queer	446	0.2%	0.1%	0.03%
Other orientations	152	0.1%	0.3%	0.2%
Not answered	23,592	9.2%	9.5%	7.5%

49. SWFC does not report on this area.

50. For the purposes of comparison, the Southwark data has been benchmarked against London and England and Wales data.

Gender reassignment

Gender Identity	Southwark Population Number	Southwark %	London %	England & Wales %
Gender identity same as sex at birth	234,184	91.4%	91.2%	93.5%
Gender identity different from at birth	1,610	0.6%	0.5%	0.2%
Trans woman	445	0.2%	0.2%	0.1%
Trans man	466	0.2%	0.2%	0.1%
Non-binary	410	0.2%	0.1%	0.1%
Other gender identity	226	0.1%	0.1%	0.04%
Not answered	18,796	7.3%	7.9%	6.0%

51. SWFC does not report on this area.

52. For the purposes of comparison, the Southwark data has been benchmarked against London and England and Wales data.

Pregnancy and maternity

Fertility Rate	Southwark Population	London	England & Wales
TFR 2021	1.14	1.58	1.61

53. This data is covered under the ONS Live births and fertility category rather than the Census and looks at Total Fertility Rate (TFR) - TFR is the average number of live children that a group of women would have if they experienced the age-specific fertility rates for a calendar year in question throughout their childbearing lifespan.
54. SWFC does not report on this area.
55. For the purposes of comparison, the Southwark data has been benchmarked against London and England and Wales data.

Age

Age Groups	Southwark Population	Southwark %	London %	England & Wales %
0 to 4	15,834	5.1%	5.9%	5.3%
5 to 9	15,649	5.0%	5.9%	5.8%
10 to 14	16,077	5.2%	6.1%	6.1%
15 to 19	16,955	5.4%	5.7%	5.8%
20 to 24	27,275	8.7%	6.8%	6.0%
25 to 29	39,086	12.5%	9.0%	6.5%
30 to 34	35,716	11.0%	9.0%	7.0%
35 to 39	25,960	8.3%	8.2%	6.7%
40 to 44	21,733	7.0%	7.6%	6.4%
45 to 49	19,722	6.3%	6.7%	6.1%
50 to 54	19,078	6.1%	6.4%	6.8%
55 to 59	18,042	5.8%	5.9%	6.8%
60 to 64	13,932	4.5%	4.7%	6.0%
65 to 69	9,263	3.0%	3.6%	5.0%
70 to 74	6,449	2.1%	3.0%	4.7%
75 to 79	4,850	1.6%	2.3%	4.0%
80 to 84	3,284	1.1%	1.6%	2.5%
85 to 89	1,868	0.6%	1.0%	1.6%
90 and over	1,140	0.4%	0.6%	0.9%

56. These figures are ONS Midyear Estimates for 2022 rather than the Census 2021 and represent the percentage of each age cohort across Southwark, London and England and Wales, in equal 5 year cohorts.
57. SWFC reports on the following banding – under 25. Anyone from 0 to 14 years of age has been discounted from this data, on the basis that this information relates to individuals of working age.
58. The following benchmarking data has been adjusted to reflect the age brackets used in the SWFC, for ease of comparison purposes.

SWFC Age Group	What it includes	SWFC Numbers	SWFC %	Southwark Population	Southwark %	London %	England and Wales %
Under 25	Includes 15 to 19 and 20 to 24	80	2.50%	44,230	21.2%	12.50%	11.80%
25 to 29	25 to 29	298	9.40%	39,086	12.50%	9.00%	6.50%
30 to 39	Includes 30 to 34 and 35 to 39	835	26.30%	61,676	19.30%	17.20%	13.70%
40 to 49	Includes 40 to 44 and 45 to 49	770	24.30%	41,455	13.30%	14.30%	12.50%
50 to 59	Includes 50 to 54 and 55 to 59	777	24.50%	19,096	11.90%	12.30%	13.60%
60 and above	60 to over	410	12.90%	40,786	13.30%	16.80%	24.70%

59. Southwark staff in maintained schools tend to be in the region of 30 to 59 (on average). These figures are higher than in the Southwark or London population, but are aligned nationally with England and Wales.

Disability

Area name	Disabled Day-to-day activities limited a lot	Disabled Day-to-day activities limited a little	Not disabled
Southwark Population Numbers	25,577	29,320	257,016
Southwark %	8.2%	9.4%	82.4%
London %	7.2%	8.6%	84.2%
England and Wales %	7.5%	10.3%	82.2%

60. SWFC does not distinguish between “Disabled day to day activities limited a lot” and “Disabled day to day activities limited a little”.

61. For ease of comparison with the SWFC, this data has been added in one column.

Area name	Disabled	Not disabled	SWFC Only - Unclassified
SWFC Numbers	43	1959	1168
SWFC %	1.40%	61.80%	36.80%
Southwark Population Numbers	54,897	257,016	N/A
Southwark %	17.60%	82.40%	N/A
London %	15.80%	84.20%	N/A
England and Wales %	17.80%	82.20%	N/A

62. There is a lower percentage of staff, according to the SWFC, who class themselves as disabled (1.4%). However, 36.8% of staff did not disclose if they had a disability or not.

Marriage and civil partnership

Status	Southwark Population numbers	Southwark %	London %	England & Wales %
Never married/registered civil partnership	152,587	48.9%	40.7%	36.6%
Married or registered civil partnership	97,198	31.2%	41.8%	45.5%
Separated, but still legally married/in a civil partnership	10,547	3.4%	2.5%	2.3%
Divorced	31,993	10.3%	8.8%	9.4%
Widowed/surviving partner from a civil partnership	19,543	6.3%	6.2%	6.2%

63. SWFC does not report on this area.

64. For the purposes of comparison, the Southwark data has been benchmarked against London and England and Wales data.

NEXT STEPS

Understanding the workforce in school closures / amalgamations

65. The Equalities Impact Assessment for restructures/redundancies has recently been reviewed and updated, following consultation with the Education Southwark Stands Together Sub-Group and trade unions.
66. This now includes all the protected characteristics defined in the Equality Act 2010.

Flexible working

67. Southwark Schools HR is in the process of reviewing its model flexible working policy and procedure to take into consideration the changes due in April 2024. We will write to schools to inform them of the changes and the need to update their school flexible working policy and procedure.

Professional and Development Curriculum (PDC) Network

68. The PDC network is a group of volunteers that includes senior leaders and governors in schools and local authority officers.
69. The group's role is to focus on enabling leaders and governors to implement a whole-school strategy to instil and embed racial equality and the evaluation of schools' curricula.
70. Under-represented groups need to be shaping the curriculum that **engages** young people.
71. Deeper cultural awareness and training needs to be a part of staff induction and ongoing INSET as Safeguarding currently is.

Education Divisional Liaison Committee

72. Trade unions to share their equalities data as part of this committee, so there is a joint council/trade union approach to supporting schools address inequity, where this is the case.

Partnership Working

73. Partnership working with all relevant stakeholders, including council officers, school representatives and trade unions to support schools to share and implement good practice.

Policy framework implications

74. This report is not considered to have direct policy implications.

Community, equalities (including socio-economic) and health impacts

Community impact statement

75. This report is not considered to contain any proposals that would have a significant impact on any particular community or group.

Equalities (including socio-economic) impact statement

76. This report is not considered to contain any proposals that would have a significant equalities impact.

Health impact statement

77. This report is not considered to contain any proposals that would have a significant health impact.

Climate change implications

78. This report is not considered to contain any proposals that would have a significant impact on climate change.

Resource implications

79. If there are direct resource implications in this report, these will be met from existing budget provision

Consultation

80. There has been no consultation on this report.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

81. None required.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
ACAS advice for employees and employers on dealing with discrimination and bullying	Discrimination and bullying Acas	
The Black Nursery Manager	The Black Nursery Manager	

Collecting and publishing governing board diversity data	What maintained schools must publish online - GOV.UK (www.gov.uk)	
DfE Flexible Working in Schools	Flexible working in schools - GOV.UK (www.gov.uk)	
Keeping Children Safe in Education	Keeping Children Safe in Education (Statutory Guidance)	
Regional ethnic diversity data (based on the 2021 Census)	Regional ethnic diversity - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)	
Legislation		
Employment Rights Act 1996	Employment Right Act 1996 (legislation.gov.uk)	
The Equality Act 2010	Equality Act 2010 (legislation.gov.uk)	
Employment Relations (Flexible Working) Act 2023	CIPD - new Employment Relations (Flexible Working) Act 2023	
Flexible Working Regulations 2014	Flexible Working Regulations 2014 (legislation.gov.uk)	
School Standards and Framework Act 1998 (as amended)	School Standards and Framework Act 1998 (legislation.gov.uk)	
School Staffing (England) Regulations 2009 (as amended)	The School Staffing (England) Regulations 2009 (legislation.gov.uk)	
Trade Union and Labour Relations (Consolidation) Act 1992	Trade Union and Labour Relations (Consolidation) Act 1992	

AUDIT TRAIL

Lead Officer	Alasdair Smith, Director Children's Services
Report Author	Shereen Moussa, Head of Schools Human Resources
Version	Final

Dated	22 January 2024	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	No	
Strategic Director of Finance and Governance	No	
List other officers here		
Cabinet Member	No	
Date final report sent to Constitutional Team / Scrutiny Team	22 January 2024	