



REPORT TITLE: Statutory notice of the intention to bring The Cheltenham and Tewkesbury Alternative Provision School (CTAPS) and The Stroud and Cotswold Alternative Provision School (SCAPS) together under a single management committee.

Dates between which decision will be taken	Earliest date: 13 July 2021 Latest date: 27 July 2021
Cabinet Member	Cllr Philip Robinson, Cabinet Member with responsibility for Economy, Education and Skills
Key Decision	Yes
Purpose of Report	To seek approval to publish a statutory notice of the intention to bring the two Pupil Referral Units (The Cheltenham and Tewkesbury Alternative Provision School and The Stroud and Cotswold Alternative Provision School) together under a single management committee.
Recommendations	That the cabinet member with responsibility for Economy, Education and Skills gives approval to publish a statutory notice of the intention to bring the two Pupil Referral Units (The Cheltenham and Tewkesbury Alternative Provision School and The Stroud and Cotswold Alternative Provision School) together under a single management committee.
Reasons for recommendations	<p>The two Pupil Referral Units (PRUs) are managed by one Headteacher. It is considered both logical and efficient for it to follow that one single management committee be created and therefore the two PRUs come together as a single entity.</p> <p>This coming together of the two PRUs will ensure that both settings are well placed to continue to provide (underpinned by a more streamlined governance arrangement) the high quality education which we aspire for this group of vulnerable learners to receive.</p> <p>Creating Opportunity for All (March 2018) sets out the government's vision for Alternative Provision and to provide high quality education for those children and young people educated in the Alternative Provision sector. This vision calls for these types of opportunities to collaborate and work in partnership to be secured where they have the potential to improve outcomes and bring about positive change.</p> <p>Feedback from the period of stakeholder engagement indicates a high level of support for the proposal to bring the two PRUs together.</p>

Resource Implications	There are no immediate resource implications arising from this decision. The costs associated with issuing a statutory notice, and any subsequent implementation of the proposal, will be met from within existing resources. Longer-term the proposal will make better and more efficient use of the Dedicated Schools Grant Funding allocated to these schools, making the provision more sustainable.
Background Documents	<p>Published decision report: Approval from the Director of Children’s Services to initiate an engagement exercise. 12 May 2021 https://glostext.gloucestershire.gov.uk/ieDecisionDetails.aspx?ID=1669</p> <p>Engagement paper for key stakeholders, May 2021 https://www.gloucestershire.gov.uk/media/2106985/ctaps-and-scaps-engagement-doc-final.pdf</p> <p>Additional Needs and High Needs Transformation Programme: https://www.gloucestershire.gov.uk/education-and-learning/special-educational-needs-and-disability-send/the-joint-additional-needs-and-high-needs-transformation-programme-jhntp/</p> <p>Creating Opportunity for All (March 2018) https://www.gov.uk/government/publications/creating-opportunity-for-all-our-vision-for-alternative-provision</p>
Statutory Authority	<p>Education Act 2011</p> <p>The School Organisation (Establishment and Discontinuation of Schools) Regulations 2013</p>
Divisional Councillor(s)	<p>The Stroud and Cotswold Alternative Provision School operates from a site in central Stroud and the Cheltenham and Tewkesbury Alternative Provision School operates from a site in Alstone, Cheltenham.</p> <p>Cllr David Drew, Stroud Central</p> <p>Cllr Dr David Willingham, St Mark’s and St Peter’s, Cheltenham</p>
Officer	<p>Any representations should be sent to:</p> <p>Name: Philip Haslett, Head of Education Strategy and Development Tel. no: 01452 324155 Email: alternativeprovisionproposals@gloucestershire.gov.uk</p> <p>By 5pm on Monday 12th July 2021</p>
Timeline	If approval is given, the statutory notice will be issued on 1 September 2021 and a four week representation period will commence.

Background

- 1.1 Gloucestershire's Alternative Provision Transformation Project was launched in June 2020 and is part of the Joint High Needs Transformation Programme. As part of this we are seeking to improve the arrangements that are in place for the children and young people in Gloucestershire who have been, or are at risk of being, excluded from school.
- 1.2 The Stroud and Cotswold Alternative Provision School (SCAPS) was last inspected by Ofsted in October 2019 and the last full Ofsted inspection for Cheltenham and Tewkesbury Alternative Provision School (CTAPS) was in January 2015, with a short inspection carried out in November 2018. Both PRUs have an Ofsted judgement of 'good', although the CTAPS inspection was provided with a 'Good but returning' judgment, which means that this should not be deemed a secure 'Good'. Whilst SCAPS has experienced stability and a steady improvement in standards over recent years, CTAPS has experienced significant changes in leadership and personnel and the management committee are working hard, for the benefit of the children and young people they support, to ensure that a 'good' judgement is secured at the next Ofsted inspection.
- 1.3 Following the departure of CTAPS's Headteacher earlier in 2021 these two local authority maintained PRUs are now led by one Headteacher in an executive leadership capacity. With one Headteacher across the two settings it is considered both logical and efficient for it to follow that one single management committee be created and therefore the two PRUs come together as a single entity. This means CTAPS closing and SCAPS enlarging.
- 1.4 No changes are planned to The Gloucester and Forest Alternative Provision School (GFAPS) so do not form part of this proposal.
- 1.5 It is considered that this coming together of the two PRUs will ensure that both settings are well placed to continue to provide, underpinned by a more streamlined governance arrangement, the high quality education which we aspire for this group of vulnerable learners to receive.
- 1.6 'Creating Opportunity for All' (March 2018) sets out the government's vision for alternative provision and to provide high quality education for those children and young people educated in this important and valued sector. This vision calls for these types of opportunities for collaboration and working in partnership to be secured where they have the potential to improve outcomes and bring about positive change.
- 1.7 Before seeking cabinet member approval to issue a statutory notice a period of stakeholder engagement was undertaken. This ran for four weeks, starting and ending in term time, and concluded on 10 June 2021. The results of this are set out in the 'consultation' section of this report. The feedback provided by those who responded to the engagement exercise indicates that there is a high level support for the two PRUs coming together as one institution, with CTAPS ceasing to be separately registered and SCAPS enlarging.
- 1.8 In practice things will change very little for the children and young people who are educated at CTAPS and SCAPS. The coming together of the two PRUs

will not directly result in changes to the way children and young people are supported on a day to day basis and both the CTAPS Centre in Cheltenham and the SCAPS Centre in Stroud will remain operational. This coming together of the two PRUs as one institution is considered to have a positive impact on the quality of education provided for the children and young people. SCAPS has a strong track record.

- 1.9 The remaining, enlarged, Pupil Referral Unit (SCAPS) will continue to be a Local Authority maintained PRU and staff will continue to be employed by Gloucestershire County Council. Terms and conditions of employment will not be affected. Whilst existing staff will not be compelled to work at both schools, new staff will be appointed with the expectation they may have to work at any of the sites. The larger staff base will provide greater opportunities for staff development, progression and collaboration.

Options

- 2.1 The alternative option of not bringing the two PRUs together, retaining the existing structure and recruiting a new headteacher, was rejected. It was deemed that this option would not best support CTAPS in creating a secure basis on which to build for improvement. There will be a missed opportunity to improve outcomes for children and young people and secure a 'good' when the provision is next inspected.

Risks

- 3.1 **Risk:** Representation received during the statutory consultation period subsequent to the issuing of statutory notices indicates there is opposition from stakeholders.
- 3.2 **Mitigation:** a detailed information document, co-produced between the two PRUS and local authority officers, was shared during the period of stakeholder engagement (may to June 2021) and highlighted that the proposal to bring the two PRUs together is supported by the two management committees. It set out how the changes are expected to positively impact on the education the children and young people receive. The high level of support indicated during the engagement exercise suggests there is a low risk of opposition during the statutory consultation period.
- 3.3 Cabinet Member approval to implement the proposed changes will be requested upon completion of the four weeks statutory consultation period subsequent to the issuing of statutory notices, at which point representations and comments on any element of the proposal can be taken in to account. This is anticipated to be in the autumn of 2021.

Financial implications

- 4.1 There are no immediate resource implications arising from this decision. The costs associated with issuing a statutory notice, and any subsequent implementation of the proposal, will be met from within existing resources. Longer-term the proposal will make better and more efficient use of the Dedicated Schools Grant Funding allocated to these schools, making the provision more sustainable.

Climate change implications

- 5.1 None

Equality implications

- 6.1 We have considered the potential or actual impact of the coming together of the two PRUs on individuals with protected characteristics and initial work, along with the data obtained during the stakeholder engagement period, has indicated that there will be no negative impact on staff or service users with protected characteristics. The anticipated improvements in the quality of provision and outcomes for children and young people will have a positive impact for all children at the school.
- 6.2 All key stakeholders had the opportunity to be involved in the early engagement activity and no group with a particular protected characteristic was disadvantaged from providing a comment. Particular care will continue to be given to ensure the views of those from hard to reach communities are sought.
- 6.3 Has an Equalities Impact Assessment (EIA) been completed? **Yes**
- 6.4 The Cabinet Member should read and consider the Equalities Impact Assessment in order to satisfy themselves, as decision makers, that due regard has been given.

Data Protection Impact Assessment (DPIA) implications

- 7.1 A DPIA is not required for this decision.

Social value implications

- 8.1 The proposal to bring the two Pupil Referral Units together will not result in the loss or reduction of services to the community. Where the community accesses the school buildings out of hours, this arrangement will not be jeopardised as a result of the two PRUs coming together under a single management committee.

Consultation feedback

- 8.1 Before seeking cabinet member approval to issue a statutory notice a period of stakeholder engagement was undertaken. This ran for four weeks, starting and ending in term time, and concluded at noon on 10 June 2021.
- 8.2 This provided an opportunity for key stakeholders to comment on the proposal that has been developed and to offer an opinion on other options that could be considered and was extended to:
- parents and carers of pupils registered at the two PRUs
 - the children and young people supported by the two PRUs
 - staff at both PRUs
 - members of the two management committees,
 - Headteachers of Gloucestershire Schools
 - The Gloucestershire Parent Carer Forum
 - Relevant GCC ward councillors
 - Trade Union representatives
- 8.3 A detailed engagement document was co-produced between the two PRUs and local authority officers was published and sent to each of the stakeholders listed above along with a questionnaire. Respondents were able to give their views in a number of different ways, including via an on line survey as well as a FREEPOST address and a direct dial phone number to a named officer.
- 8.4 Face to face briefings, tailored specifically for staff, were held with staff as well as opportunities for the children and young people who are currently supported by the two PRUs to engage with the issues.
- 8.5 In total 68 people viewed the engagement document on the website during the four week engagement period and 24 people chose, after reading the information, to respond to the survey (some did not respond to each question), and these are broken down as follows:

Type of response	Number
Staff members	6
Dual role of staff member and a member of one the management committees	1
Headteachers of Gloucestershire Schools	10
Dual role of Headteacher of a Gloucestershire school and a member of one of the management committees	3
Members of the management committees	2
Elected members	1
other (unspecified)	1
Total	24

- 8.6 The majority of respondents (21) chose to use the online survey facility, whilst a smaller number (3) completed the questionnaire provided at the end of the engagement document and e-mailed this through to the e-mail address provided.
- 8.7 The parent of each child supported by the two PRUs was sent a copy of the document with a covering letter. There were no responses from people identifying themselves as 'parents'.

Analysis of results:

- 9.1 The feedback provided by those who responded to the engagement exercise indicates that there is a high level support for the two PRUs coming together as one institution, with CTAPS ceasing to be separately registered and SCAPS enlarging.
- 92% of respondents (22 people) either 'agreed or 'strongly agreed' that the two PRUs should come together
 - 8% of respondents (two people) 'disagreed' or 'strongly disagreed' that the two PRUs should come together
 - 92% of respondents (22 people) 'agreed' or 'strongly agreed' that CTAPS should cease to be separately registered and that SCAPS should be enlarged
 - 8% of respondents to this question (two people) 'disagreed' or 'strongly disagreed' that CTAPS should cease to be separately registered and that SCAPS should be enlarged
- 9.2 Views were sought on the option of maintaining the current arrangement. Only one of the 24 respondents considered this to be a desirable option (in order to safeguard the continuation of provision in the Cheltenham and Tewkesbury area).
- 9.3 If approval is given for a statutory notice to be issued in accordance with the Education and Inspections Act (EIA) 2006 as amended by the Education Act (EA) 2006 and The School Organisation (Establishment and Discontinuance of Schools) (England) Regulations 2013, formally setting out the proposal to close CTAPS and enlarge SCAPS, this will be published early in September 2021. The purpose of delaying the publication until September is to ensure that the subsequent four week period during which representations can be

made falls entirely during school term time and that no particular group will be disadvantaged from making comment. A copy of the statutory notice will be sent to the parents of each child registered at the school, displayed prominently on the school gates as well as published in the local newspapers and on the GCC website.

Officer recommendations

- 10.1 In light of the high level of support on the part of key stakeholders in favour of bringing the two PRUs together under a single management committee (with CTAPS ceasing to be separately registered and SCAPS enlarging) and in light of the anticipated positive impact this will have in improving outcomes for the children and young people supported by the PRUs, the officer recommendation is that a statutory notice be issued formally setting out the intention to close CTAPS and enlarge SCAPS in order to bring the two PRUs under one single management committee.
- 10.2 Not progressing with bringing the two PRUs together will not best support CTAPSs in creating a secure basis on which to build for improvement in order to improve outcomes for children and young people and secure a 'good' when the provision is next inspected.

Performance Management/Follow-up

- 11.1 This project will be managed and kept under review by the Head of Education Strategy and Development

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children's Services
Service area	Education
Title of the activity being assessed i.e. the strategy, plan, policy or service	Proposal to bring together The Stroud and Cotswolds Alternative Provision School and The Cheltenham and Tewkesbury Alternative Provision School to form a single Pupil Referral Unit (PRU).
Brief outline of the proposal(s)	<p>The two Pupil Referral Units (PRUs) are managed by one Headteacher. It is considered both logical and efficient for it to follow that one single management committee be created and therefore the two PRUs come together as a single entity.</p> <p>This coming together of the two PRUs will ensure that both settings are well placed to continue to provide, underpinned by a more streamlined governance arrangement, the high quality education which we aspire for this group of vulnerable learners to receive. Creating Opportunity for All (March 2018) sets out the governments vision for alternative provision and to provide high quality education for those children and young people educated in the Alternative Provision sector. This vision calls for these types of opportunities to collaborate and work in partnership to be secured where they have the potential to improve outcomes and bring about positive change.</p>
Who is affected by the proposals?	<p>Service users Workforce</p> <p style="text-align: center;"> <input type="checkbox"/> <input type="checkbox"/> </p> <p>Other, please specify: Schools in Gloucestershire</p>

Decision to be taken and decision maker	<p>Decision to enter into a four week early engagement period: <i>Cabinet member with responsibility for Economy, Education and Skills</i></p> <p>Decision to issue statutory notice of proposal following early engagement period: <i>Cabinet member for Education, Economy and Skills</i></p> <p>Decision to implement the proposal following the statutory consultation period following the issuing of statutory notice: <i>Cabinet member for Education, Economy and Skills</i></p>
Person(s) responsible for completing this assessment	Nathan Roe Education Planning Manager, Gloucestershire County Council
Date of this assessment	3 May 2021 Revised June 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>A four week engagement period starting and ending during term time closed on 10 June 2021 and provided key stakeholders with an opportunity to express a view on the proposal. The feedback from this exercise will inform the decision to be made by the Cabinet Member on whether to proceed. Parents of the children and young people registered at the PRUs, staff, members of the management committee of the two PRUS, The Parent Carer Forum, elected members, union officials, as the head teachers of Gloucestershire schools were all be invited to participate in the engagement activity. A range of methods of engaging were offered including a phone number to ring, a free post address and an online survey.</p> <p>Information extracted from the Capita database has been used to research pupil level data and workforce data has been provided by Gloucestershire County Council's HR Management Information Service.</p>
Workforce	
Partners	
Other	

3. Equality Assessment

Protected Characteristic	Service Users	Workforce
Age	There is no identified significant impact	
Disability	There is no identified significant impact	
Sex	There is no identified significant impact	
Race	There is no identified significant impact	
Gender reassignment	There is no identified significant impact	
Marriage & civil partnership	There is no identified significant impact	
Pregnancy & maternity	There is no identified significant impact	
Religion and/or belief	There is no identified significant impact	
Sexual orientation	There is no identified significant impact	

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
None	NA

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
	None		

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

Results of the stakeholder engagement will be considered by the Cabinet Member for Education, Economy and Skills when the decision is made on this proposal.

This EIA will be updated at each stage of the process, particularly in relation to feedback from stakeholders at the consultation points.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Phil Haslett, Head of Education Strategy and Development, Gloucestershire County Council
Date	18 June 2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this ‘activity’ and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Philip Robinson, Cabinet Member with responsibility for Economy, Education and Skills
Date	21 June 2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>The two Pupils Referral Units are registered to provide education for children and young people aged 5-16 years. Predominantly, the service users fall within the upper age ranges.</p> <p>In April 2021 SCAPS was supporting 43 children across the following age ranges:</p> <p>Key Stage 1: 0 Key Stage 2: 4 Key Stage 3: 10 Key Stage 4: 29 Total: 43</p> <p>In April 2021 CTAPS was 33 supporting children across the following age ranges:</p> <p>Key Stage 1: 0 Key Stage 2: 4 Key Stage 3: 12 Key Stage 4: 17 Total: 33</p>

<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Both PRUs support pupils of any gender. Predominantly, the service users are male.</p> <p>In April 2021 SCAPS was supporting 38 boys (88%) and 5 girls (12%)</p> <p>In April 2021: CTAPS was supporting 25 boys (76%) and 8 girls (24%)</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Given the nature of a Pupil Referral Unit, many of the children and young people supported by these two settings have additional needs and/or special educational needs. In some cases these needs may have such as a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities they may also identify as having a disability. There is no separate data held on the number of children with a declared disability in addition to their special educational needs.</p> <p>In April 2021 the Special Educational Needs and Disability (SEND) profile of the children and young people supported by SCAPS was as follows:</p> <p>Education Health Care Plans (EHCP): (28%) Without EHCPs: (72%)</p> <p>In April 2021 the Special Educational Needs and Disability (SEND) profile of the children and young people supported by CTAPS was as follows:</p> <p>Education Health Care Plans (EHCP): (36%) Without EHCPs: (64%)</p>

<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>In April 2021 the ethnicity of the children and young people supported by SCAPS was as follows:</p> <p>White British: (86%) Non-white British: (12%) Unclassified: (2%)</p> <p>In April 2021 the ethnicity of the children and young people supported by CTAPS was as follows:</p> <p>White British: (91%) Non-white British: (6%) Unclassified: (3%)</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic. This would not apply given the age of the service users.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</p>
<p>Gender</p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected</p>

<p>reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>characteristic.</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected: 52 (data expressed and percentages because of the small numbers involved and to avoid the identification of individuals)															
Age	<table border="1" data-bbox="674 480 1146 810"> <thead> <tr> <th data-bbox="674 480 936 555">Age bracket</th> <th data-bbox="936 480 1146 555">Number of staff</th> </tr> </thead> <tbody> <tr> <td data-bbox="674 555 936 596">16-25</td> <td data-bbox="936 555 1146 596">8%</td> </tr> <tr> <td data-bbox="674 596 936 638">26-35</td> <td data-bbox="936 596 1146 638">21%</td> </tr> <tr> <td data-bbox="674 638 936 679">36-45</td> <td data-bbox="936 638 1146 679">13%</td> </tr> <tr> <td data-bbox="674 679 936 721">46-55</td> <td data-bbox="936 679 1146 721">33%</td> </tr> <tr> <td data-bbox="674 721 936 762">56+</td> <td data-bbox="936 721 1146 762">25%</td> </tr> <tr> <td data-bbox="674 762 936 810">Grand Total</td> <td data-bbox="936 762 1146 810">52</td> </tr> </tbody> </table>		Age bracket	Number of staff	16-25	8%	26-35	21%	36-45	13%	46-55	33%	56+	25%	Grand Total	52
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Disability	<table border="1" data-bbox="674 874 1146 1075"> <thead> <tr> <th data-bbox="674 874 936 949">Disability</th> <th data-bbox="936 874 1146 949">Number of staff</th> </tr> </thead> <tbody> <tr> <td data-bbox="674 949 936 991">Not Disabled</td> <td data-bbox="936 949 1146 991">70%</td> </tr> <tr> <td data-bbox="674 991 936 1032">Unstated</td> <td data-bbox="936 991 1146 1032">30%</td> </tr> <tr> <td data-bbox="674 1032 936 1075">Grand Total</td> <td data-bbox="936 1032 1146 1075">52</td> </tr> </tbody> </table>		Disability	Number of staff	Not Disabled	70%	Unstated	30%	Grand Total	52						
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Sex	<table border="1" data-bbox="674 1142 1146 1343"> <thead> <tr> <th data-bbox="674 1142 936 1217">Gender (Sex)</th> <th data-bbox="936 1142 1146 1217">Number of staff</th> </tr> </thead> <tbody> <tr> <td data-bbox="674 1217 936 1259">Female</td> <td data-bbox="936 1217 1146 1259">67%</td> </tr> <tr> <td data-bbox="674 1259 936 1300">Male</td> <td data-bbox="936 1259 1146 1300">33%</td> </tr> <tr> <td data-bbox="674 1300 936 1343">Grand Total</td> <td data-bbox="936 1300 1146 1343">52</td> </tr> </tbody> </table>		Gender (Sex)	Number of staff	Female	67%	Male	33%	Grand Total	52						
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Female	67%															
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Race																

	<table border="1"> <thead> <tr> <th>Ethnicity (Race)</th> <th>Number of staff</th> </tr> </thead> <tbody> <tr> <td>BAME</td> <td>2%</td> </tr> <tr> <td>Unstated</td> <td>17%</td> </tr> <tr> <td>White</td> <td>80%</td> </tr> <tr> <td>Grand Total</td> <td>52</td> </tr> </tbody> </table>	Ethnicity (Race)	Number of staff	BAME	2%	Unstated	17%	White	80%	Grand Total	52
Ethnicity (Race)	Number of staff										
BAME	2%										
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Gender reassignment	It is not currently possible for employees to update their gender reassignment status on the SAP self-service system.										
Marriage & civil partnership	<table border="1"> <thead> <tr> <th>Marriage & Civil Partnership</th> <th>Number of staff</th> </tr> </thead> <tbody> <tr> <td>Unstated</td> <td>100%</td> </tr> <tr> <td>Grand Total</td> <td>52</td> </tr> </tbody> </table>	Marriage & Civil Partnership	Number of staff	Unstated	100%	Grand Total	52				
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Pregnancy & maternity	As at 30/04/2021, 2% of the workforce was on maternity leave										
Religion and/or belief	<table border="1"> <thead> <tr> <th>Religion and/or Belief</th> <th>Number of staff</th> </tr> </thead> <tbody> <tr> <td>Unstated</td> <td>100%</td> </tr> <tr> <td>Grand Total</td> <td>52</td> </tr> </tbody> </table>	Religion and/or Belief	Number of staff	Unstated	100%	Grand Total	52				
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