

DNEAT Academy Staff Equality and Diversity Monitoring Report							
Cohort size: 950							
Number of survey responses received: 929 (83% response rate)							
Survey period: December 2023							
NB: Due to ongoing recruitment this report may not account for all starters/leavers							
DNEAT figures (all staff)							
Religion or belief		2022	2022		2023	2023	
Christian (including Church of England, Catholic, Protestant and other Christian denominations)	472	58.63%	Christian (including Church of England, Catholic, Protestant and other Christian denominations)	517	55.65%		
No religion or belief	249	30.93%	No religion or belief	305	32.83%		
Prefer not to say	74	9.19%	Prefer not to say	93	10.01%		
Buddhist	2	0.25%	Buddhist	2	0.22%		
Hindu	2	0.25%	Hindu	3	0.32%		
Pagan	2	0.25%	Jewish	0	0.00%		
Humanist	1	0.12%	Muslim	0	0.00%		
Jedi	1	0.12%	Sikh	2	0.22%		
No religion but I have a belief system	1	0.12%	other	7	0.75%		
Spiritual	1	0.12%					
Sexual orientation		2022	2022		2023	2023	
Heterosexual	722	89.69%	Heterosexual	851	91.60%		
Prefer not to say	61	7.58%	Prefer not to say	57	6.14%		
Bi-sexual	9	1.12%	Bi-sexual	8	0.86%		
Gay man	7	0.87%	Gay or lesbian	11	1.18%		
Gay woman	4	0.50%	other	2	0.22%		
Pansexual	2	0.25%					
						National figures (teachers) 2022 (2020-21 data)	National figures (teachers) 2023 (2022-23 data)
Ethnicity		2022	2022		2023	2023	
White: British / English / Welsh / Northern Irish / Scottish	758	94.16%	White: British / English / Welsh / Northern Irish / Scottish	879	94.62%	85.7%	84.40%
Any Other White background	19	2.36%	Any other white background	12	1.29%	3.80%	3.90%
Prefer not to say	12	1.49%	prefer not to say	13	1.40%		
White: Irish	4	0.50%	White: Irish	3	0.32%	1.50%	1.40%
Any Other Mixed Background	2	0.25%	Any other mixed background	0	0.00%	0.50%	0.60%
Asian or Asian British: Chinese	2	0.25%	Asian or Asian British; Chinese	4	0.43%	0.20%	0.20%
Asian or Asian British: Indian	2	0.25%	Asian or Asian British; Indian	5	0.54%	1.90%	2%
Any Other Asian Background	1	0.12%	Any other Asian background	2	0.22%	3.50%	0.80%
Black or Black British: Black - African	1	0.12%	Black or Black British: Black - African	1	0.11%	0.90%	1.00%
Black or Black British: Black - Caribbean	1	0.12%	Black or Black British: Black - Caribbean	1	0.11%	1.10%	1.10%
Any Other Black Background	1	0.12%	Any other black background	0	0.00%	0.40%	0.40%
Mixed: White and Asian	1	0.12%	white; traveller or Irish heritage	0	0.00%	N/A	N/A
Other ethnic group: Chinese	1	0.12%	white gypsy	0	0.00%	N/A	N/A
			white roma	0	0.00%	N/A	N/A
			mixed white and black Caribbean	1	0.11%	0.40%	0.40%
			mixed white and black African	1	0.11%	0.10%	0.20%
			mixed white and Asian	1	0.11%	0.40%	0.40%
			Asian or Asian British; Pakistani	1	0.11%	1.20%	1.40%
			Asian or Asian British; Bangladeshi	1	0.11%	0.60%	0.80%
			other ethnic group; Arab	1	0.11%	N/A	N/A
			other ethnic group; Chinese	1	0.11%	N/A	N/A
			other	1	0.11%	N/A	N/A
Personal relationship		2022	2022		2023	2023	
Married	438	54.41%	married	520	55.97%		
Living together	161	20.00%	living together	146	15.72%		
Single	140	17.39%	single	157	16.90%		
Prefer not to say	62	7.70%	prefer not to say	64	6.89%		
Civil partnership	4	0.50%	civil partnership	19	2.05%		
			other	23	2.48%		
						Disability responses include:	
Disability		2022	2022		2023	2023	
No	731	90.81%	no	839	90.31%	Learning disability	
Yes	37	4.60%	yes	57	6.14%	Mental health condition	
Prefer not to say	37	4.60%		33	3.55%	Long-standing illness	
						Physical impairment	
						Sensory impairment	
						National figures (teachers) 2022 (2020-21 data)	National figures (teachers) 2023 (2022-23 data)
Age		2022	2022		2023	2023	
Age range: 18-86 years			age range: 18-89				
Average age: 43 years			average age: 45				
Younger than 20yo (18/19yo)	6	0.76%	younger than 20yo (18/19yo)	4	0.43%	20.60%	19.50%
20-29yo	88	11.17%	20-29	86	9.26%		N/A
30-39yo	191	24.24%	30-39	207	22.28%	33%	33.30%
40-49yo	214	27.16%	40-49	264	28.42%	27.40%	27.7
50-59yo	223	28.30%	50-59	253	27.23%	16.20%	17%
60-69yo	59	7.49%	60-89	84	9.04%		N/A
70+yo	7	0.89%	70+yo	2	0.22%	2.60%	2.60%
Total valid responses	788	100%	total valid responses	900.00	96.88%		
Invalid response (Question inaccurately completed)	17	0 completed)	Invalid response (Question inaccurately completed)	29.00	0.00		