

Woodlands Secondary School	Equality information – Employees Date: January 2026
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Woodlands Secondary School – Employee Survey – Public Sector Equality Duty Survey

The Equality Act protects people from discrimination on the basis of “protected characteristics”. Every person has several of the protected characteristics, so the Act protects everyone against unfair treatment.

If we have more than 150 employees we are legally required to publish information about the staff with reference to the protected characteristics identified in the Public Sector Equality Duty.

As of **January 2026** the school employs **206 staff** (total headcount).

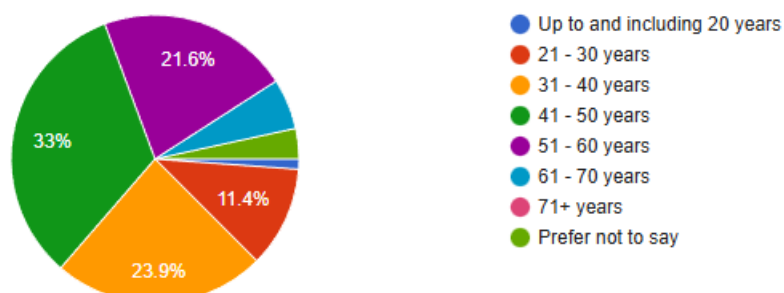
88 people chose to participate in the survey.

Confidentiality

Guarantees of confidentiality are given to all staff who provide monitoring information or who take part in staff surveys. Names are not requested, data is anonymous and we observe the convention that people may choose not to disclose this information.

Age

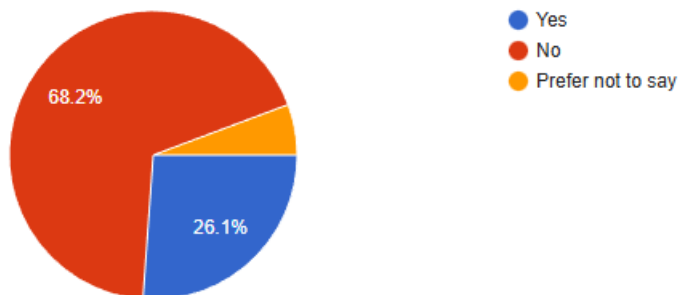
Age range	Up to 20 years	21 - 30	31 - 40	41 - 50	51 – 60	61 – 70	71+	Prefer not to say
	1.1%	11.4%	23.9%	33%	21.6%	5.7%	-	3.4%



Disability

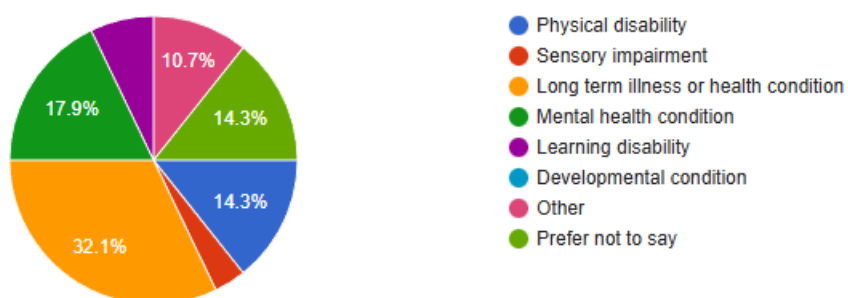
Section 6(1) of the Equality Act 2010 states that a person has a disability if the person has a physical or mental impairment and impairment has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. 'Substantial' is defined as 'more than minor or trivial' and 'long-term' is defined as 'a year or more'.

Disabled (Yes response)	26.1%
Not disabled (No response)	68.2%
Prefer not to say	5.7%



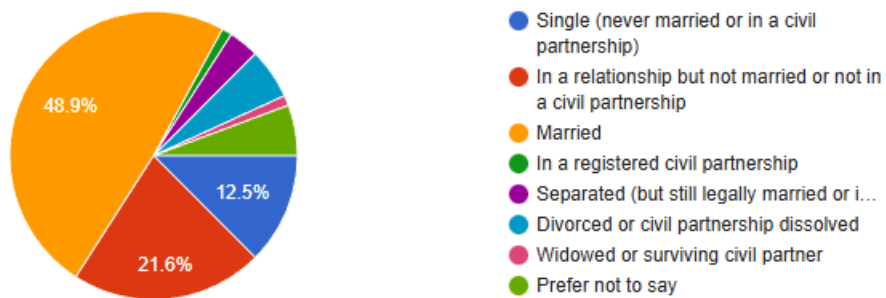
Type of impairment

Physical disability	14.3%
Sensory impairment	3.6%
Long term illness or health condition	32.1%
Mental health condition	17.9%
Learning disability	7.1%
Developmental condition	-
Other	10.7%
Prefer not to say	14.3%



Marriage and Civil Partnership

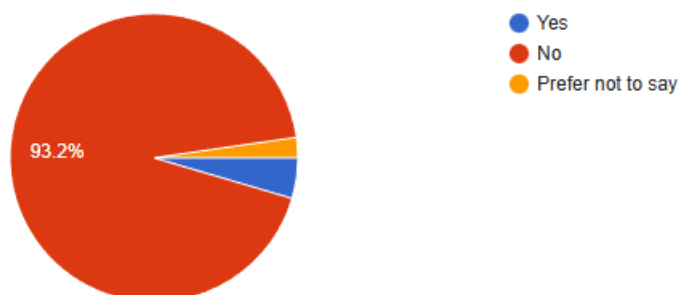
Single (never married or in a civil partnership)	12.5%
In a relationship but not married or not in a civil partnership	21.6%
Married	48.9%
Civil Partnership (in a registered civil partnership)	1.1%
Separated (but still legally married or in a civil partnership)	3.4%
Divorced or civil partnership dissolved	5.7%
Widowed or surviving civil partner	1%
Prefer not to say	5.7%



Pregnancy and Maternity

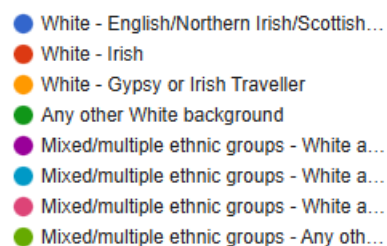
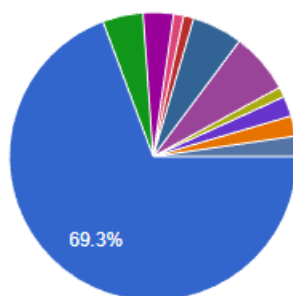
Currently pregnant or pregnant /on maternity leave in the last 12 months

Pregnant	4.5%
Not pregnant	93.2%
Prefer not to say	2.3%



Ethnicity

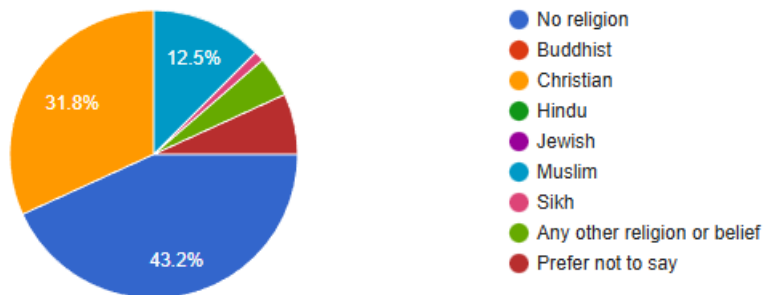
White - English/Northern Irish/Scottish/Welsh/British	69.3%
White - Irish	-
White - Gypsy or Irish Traveller	-
Any other White background	4.5%
Mixed/multiple ethnic groups - White and Black Caribbean	3.4%
Mixed/multiple ethnic groups - White and Black African	-
Mixed/multiple ethnic groups - White and Asian	1.1%
Mixed/multiple ethnic groups - Any other mixed/multiple ethnic backgrounds	-
Asian/Asian British - Indian	1.1%
Asian/Asian British - Pakistani	5.7%
Asian/Asian British - Bangladeshi	6.8%
Asian/Asian British - Chinese	-
Asian/Asian British - Any other Asian background	1.1%
Black/African/ Caribbean/Black British - African	2.3%
Black/African/ Caribbean/Black British - Caribbean	2.3%
Black/African/ Caribbean/Black British - Any other Black/African/Caribbean background	-
Other ethnic group - Arab	-
Other ethnic group - Any other ethnic group	-
Prefer not to say	2.3%



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Religion or Belief

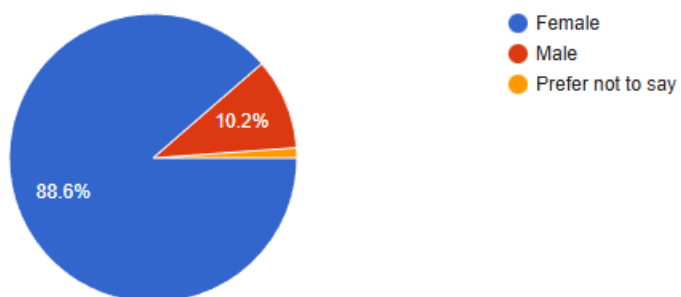
Buddhist	-
Christian	31.8%
Hindu	-
Jewish	-
Muslim	12.5%
Sikh	1.1%
No religion	43.2%
Any other religion or belief	4.5%
Prefer not to say	6.8%



Sex

This refers to the sex a person was registered as at birth

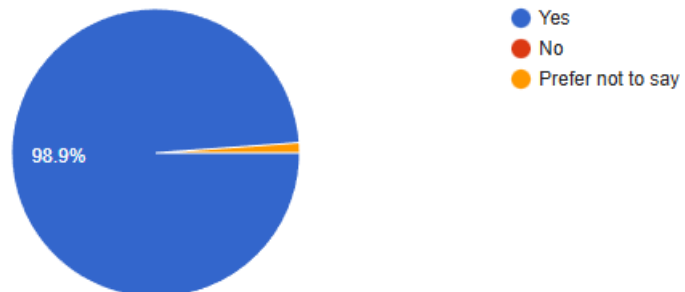
Male	10.2%
Female	88.6%
Prefer not to say	1.1%



Gender identity

Gender identity is the same as what was registered at birth

Same	98.9%
Different	-
Prefer not to say	1.1%



Sexual orientation

Heterosexual	83%
Lesbian	1.1%
Gay	1.1%
Bisexual	3.4%
Asexual	-
Pansexual	-
Prefer to self-describe	3.4%
Prefer not to say	8%

