

Staff Composition by Gender as at 31/03/2020

Pay Band	Female				Male			
	FTE	Overall % FTE*	Headcount	Overall % Headcount**	FTE	Overall % FTE*	Headcount	Overall % Headcount**
Deputy / Head Teacher	77.10	2.26%	79.00	1.05%	49.76	1.46%	52.00	0.69%
Education Advisory	8.56	0.25%	9.00	0.12%	1.81	0.05%	3.00	0.04%
G01	266.84	7.84%	1,941.00	25.81%	59.84	1.76%	361.00	4.80%
G02	291.46	8.56%	627.00	8.34%	175.59	5.16%	335.00	4.45%
G03	163.27	4.80%	293.00	3.90%	79.68	2.34%	135.00	1.79%
G04	303.57	8.92%	613.00	8.15%	125.47	3.69%	194.00	2.58%
G05	288.82	8.48%	458.00	6.09%	101.07	2.97%	181.00	2.41%
G06	146.50	4.30%	182.00	2.42%	108.69	3.19%	148.00	1.97%
G07	80.94	2.38%	93.00	1.24%	46.52	1.37%	48.00	0.64%
G08	163.81	4.81%	180.00	2.39%	51.60	1.52%	52.00	0.69%
G09	49.84	1.46%	52.00	0.69%	32.45	0.95%	33.00	0.44%
G10	44.84	1.32%	46.00	0.61%	37.80	1.11%	38.00	0.51%
G11	4.81	0.14%	5.00	0.07%	5.00	0.15%	5.00	0.07%
G12	20.04	0.59%	21.00	0.28%	13.00	0.38%	13.00	0.17%
Misc	0.42	0.01%	116.00	1.54%	0.05	0.00%	44.00	0.59%
Modern Apprentice	6.00	0.18%	6.00	0.08%	3.00	0.09%	3.00	0.04%
Senior Management	7.81	0.23%	8.00	0.11%	7.60	0.22%	8.00	0.11%
Teacher	459.36	13.49%	929.00	12.35%	107.60	3.16%	189.00	2.51%
Youth Worker	9.84	0.29%	13.00	0.17%	4.41	0.13%	8.00	0.11%
Total	2,393.82	70.31%	5,671.00	75.40%	1,010.93	29.69%	1,850.00	24.60%
Prior Year Total	2,391.05	69.68%	5,546.00	73.99%	1,040.59	30.32%	1,950.00	26.01%
Variance	2.77	0.63%	125.00	1.42%	- 29.66	-0.63%	- 100.00	-1.42%

* Calculated as a percentage of CCBC total FTE (Female + Male) e.g. G01 female: $(266.84 / 3404.75) \times 100 = 7.84\%$

** Calculated as a percentage of CCBC total headcount (Female + Male) e.g. G01 female: $(1941 / 7521) \times 100 = 25.81\%$

Staff Composition FTE by Employment Type as at 31/03/2020

Pay Band	Permanent	Fixed Term	Total	Year Prior Total
Deputy / Head Teacher	109.86	17.00	126.86	113.00
Education Advisory	4.56	5.81	10.36	13.00
G01	284.76	41.92	326.68	465.00
G02	423.70	43.35	467.05	448.00
G03	219.25	23.70	242.95	258.00
G04	353.60	75.44	429.04	414.00
G05	347.26	42.63	389.89	386.00
G06	215.39	39.80	255.19	269.00
G07	112.16	15.29	127.46	155.00
G08	197.82	17.58	215.41	217.00
G09	76.04	6.25	82.29	78.00
G10	79.64	3.00	82.64	79.00
G11	9.81	-	9.81	10.00
G12	30.04	3.00	33.04	31.00
Misc	0.47	-	0.47	7.00
Modern Apprentice	-	9.00	9.00	11.00
Senior Management	15.41	-	15.41	16.00
Teacher	455.83	111.13	566.96	540.00
Youth Worker	9.24	5.00	14.24	21.00
Total	2,944.85	459.90	3,404.75	3,531.00

Staff Composition Headcount by Taregt Group as at 31/03/2020

Staff Group	Current Year	Prior Year	Variance
Welsh Language Skills All Staff	2269	2193	76
Welsh Language Skills Senior Mgt	15	15	0
BAME All Staff	77	69	8
BAME Senior Mgt	0	0	0
Disabled All Staff	92	89	3
Disabled Senior Mgt	0	0	0
Women All Staff	3739	3675	64
Women Senior Mgt	8	8	0