

Employee Information Report

Published 23 July 2020

Introduction

Royal Blind and Scottish War Blinded promote the inclusion and empowerment of people with vision impairment, and as such regard equality in all its respects as something that should be inherent in our service delivery, our staffing and our management and governance.

The Equality Act 2010 introduced a public sector equality duty in order to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business.

The establishment of Specific Duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations in relation to the Board's role as the manager of the Royal Blind School, a grant aided school, provides a framework for the setting and monitoring of formal aspirations for the continual improvement of our performance in attaining equality in all our functions and our employment practice.

These reports are written so as to transparently fulfil our obligations under the Regulations. They also serve the function of monitoring, managing and improving our equalities performance across our whole organisation.

This report on employee information contains details of:

- information on progress made in gathering and using employee information to better meet the equality duty
- the composition of our employees broken down by protected characteristic
- recruitment, development and retention of employees broken down by protected characteristic.

Gathering and using employee information

We now have established procedures which ensure that the equal opportunities data we hold about our employees and job applicants is representative. This helps us ensure that our equal opportunities approach and practices are effective and allows us to identify groups that may be underrepresented or might be at risk of being disadvantaged in our organisation.

All job applicants are asked to fill in the equal opportunities form when they apply for a position with us. Provision of this information is voluntary and it does not adversely affect an individual's chances of recruitment or any other decision related to their employment. The information is removed from applications before shortlisting, and kept solely for the

purpose of equal opportunities monitoring and positive action to recruit disabled persons under the government's "Disability Confident" Scheme. If the successful candidate didn't provide equal opportunities information with their application, they are asked for it again on commencement of employment.

We ensure that employee information in relation to disability is updated if new information comes to light during the course of a staff member's employment, for example through our procedures for managing sickness absence, rather than only being updated at the time the employee joins the organisation. This means that our records in relation to employees' disability status accurately reflect our staff composition in this respect.

In 2017 we introduced a new HR system with self-service access to own information for employees. This means employees can now quickly and easily view and update their personal information that we keep. We noticed that this new functionality led to some employees changing their information to 'prefer not to say', as although they felt comfortable providing such data at recruitment stage, they don't necessarily want this associated with employment record. We regularly raise awareness of the reasons for gathering and keeping this information about our employees.

We now consistently gather equal opportunities data relating to recruitment, retention and development.

Analysing this data helps us take appropriate steps to avoid discrimination and improve equality and diversity across all our employment practices.

The composition of our employees

As at 31 March 2020, we employed a total of 630 staff, out of whom 268 (42.54%) worked full time and 362 (57.46%) worked part time. These figures are relatively unchanged since 2019 when the corresponding figures were 42.86% full time and 57.14% part time.

Within the Royal Blind School, we employed 129 staff, out of whom 59 (45.74%) worked full time and 70 (54.26%) worked part time. Again, these figures are relatively unchanged from 2018 when the school employed 140 staff, with the split being 47.15% full time and 52.85% part time.

Sections below outline employee information under the following protected characteristics: gender, age, disability, sexual orientation, ethnic origin, religion and belief, marriage/civil partnership.

The employment information presented in this report covers the last 12 months since our last Employee Information Report was published in April 2019. Under each protected characteristic, we have provided the following information:

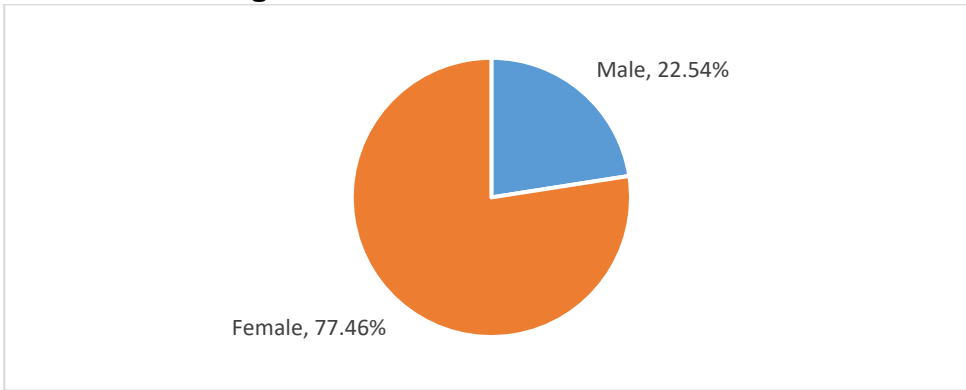
- the overall composition of our employees as at 31 March 2020
- comparison with the 2019 and 2018 reports, where information relating to the particular characteristic was included in the previous report
- new employees appointed between 1 April 2019 and 31 March 2020

- job applicants between 1 April 2019 and 31 March 2020
- leavers between 1 April 2019 and 31 March 2020
- employees promoted internally between 1 April 2019 and 31 March 2020.

We have provided information relating to the whole organisation, and additionally about the Royal Blind School taken alone in order to meet our regulatory requirements.

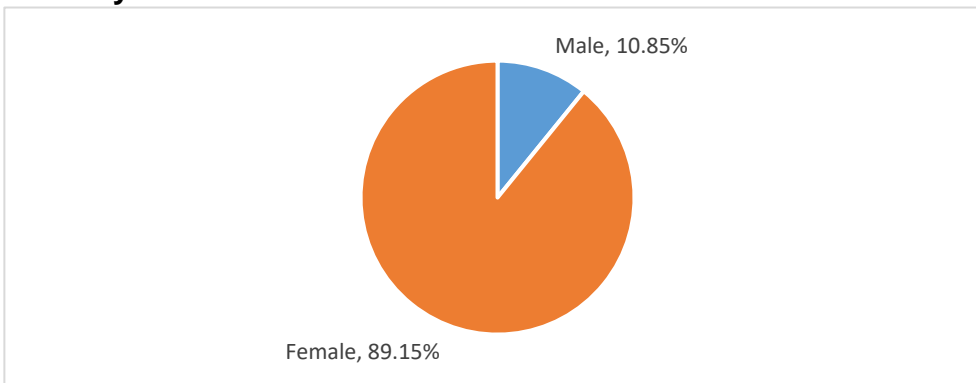
Gender

- **The whole organisation as at 31 March 2020**



Gender	2020 report	2019 report	2018 report
Female	77.46%	78.02%	79.40%
Male	22.54%	21.98%	20.60%

- **The Royal Blind School as at 31 March 2019:**



Gender	2020 report	2019 report	2018 report
Female	89.15%	89.29%	90.37%
Male	10.85%	10.71%	9.63%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment**

New employees appointed between 1 April 2019 and 31 March 2020:

Gender	The whole organisation	The Royal Blind School
Female	67.74% (71.30%)	100.00% (75.00%)
Male	32.26% (28.70%)	0.00% (25.00%)

NB New employees' gender is confirmed from their passport as either male or female.

Job applicants between 1 April 2019 and 31 March 2020:

Gender	The whole organisation	The Royal Blind School
Female	67.27% (68.24%)	40.00% (57.80%)
Male	29.14% (26.96%)	40.00% (39.45%)
Non-binary	0.00% (0.16%)	-
Transgender	0.00% (0.24%)	-
Prefer not to say	3.59% (4.4%)	20.00% (2.75%)

- **Leavers** between 1 April 2019 and 31 March 2020:

Gender	The whole organisation	The Royal Blind School
Female	70.59% (75.95%)	88.89% (84.62%)
Male	29.41% (24.05%)	11.11% (15.38%)

- **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Gender	The whole organisation	The Royal Blind School
Female	92.31% (66.67%)	100.00% (50.00%)
Male	7.69% (33.33%)	0.00% (50.00%)

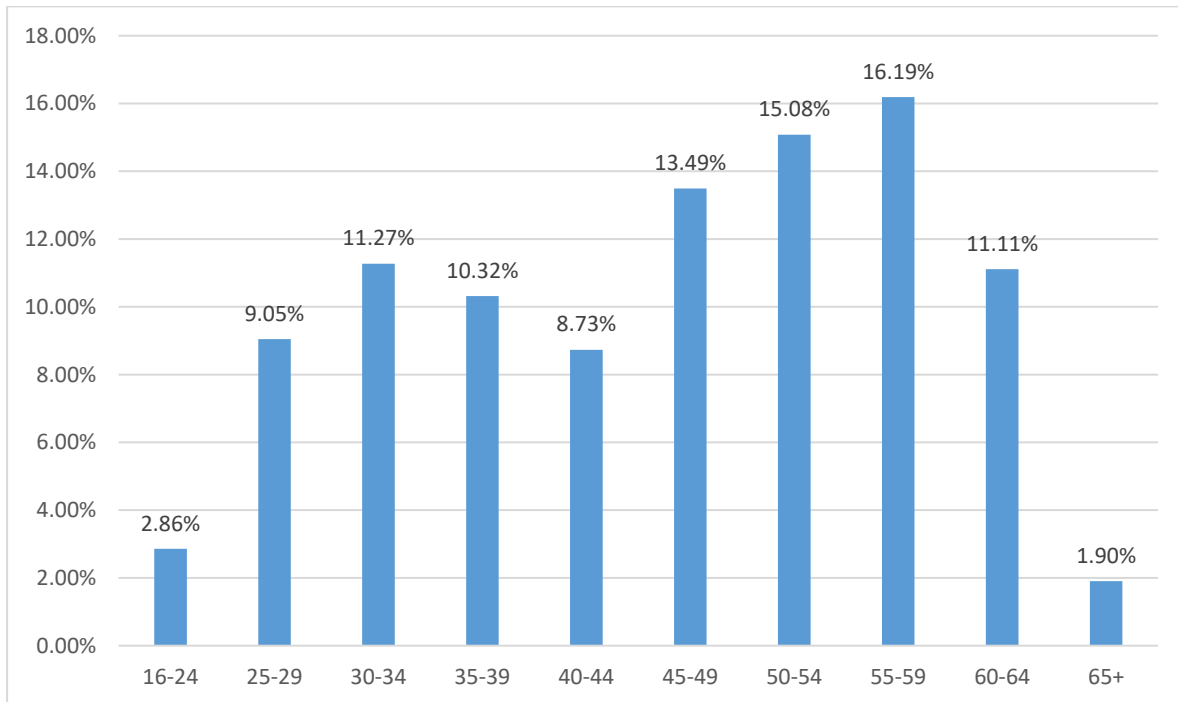
A vast majority of our employees are female. This reflects the typical gender mix in the activities we operate, which are mostly within care and education sector. The overall gender split in the care sector, as reported by SSSC, was 85% female and 15% male in 2019.

The gender mix for the whole organisation is at a similar level as in April 2019 with a small rise in the number of males employed. In terms of the School specifically, the proportion of male employees compared to female staff increased slightly from 10.71% in 2019 to 10.85% in 2020. Our proportion of male employees promoted internally is lower than in previous year, but this is influenced by a very low number of staff in this group over the past year (only two employees were promoted internally at the school in this period).

We believe that the recruitment, retention and development data outlined above is consistent with a fair and equal approach to our employment practices.

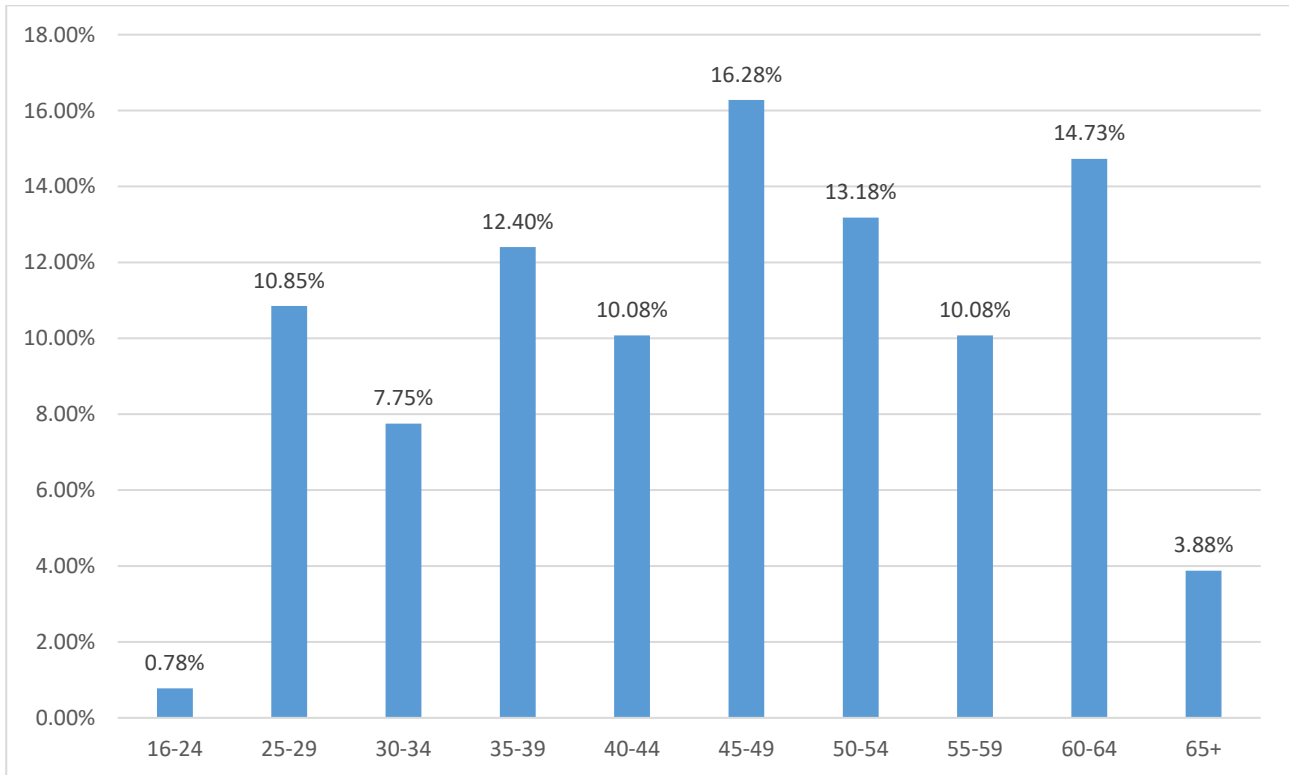
Age

- The whole organisation as at 31 March 2020:



Age	2020 report	2019 report	2018 report
16-24	2.86%	4.08%	4.69%
25-29	9.05%	9.58%	10.22%
30-34	11.27%	12.09%	12.40%
35-39	10.32%	9.58%	9.21%
40-44	8.73%	8.48%	9.72%
45-49	13.49%	12.72%	13.90%
50-54	15.08%	16.48%	15.24%
55-59	16.19%	16.17%	16.75%
60-64	11.11%	9.42%	6.70%
65+	1.90%	1.41%	1.17%

- **The Royal Blind School as at 31 March 2019:**



Age	2020 report	2019 report	2018 report
16-24	0.78%	5.71%	5.19%
25-29	10.85%	10.00%	10.37%
30-34	7.75%	7.86%	10.37%
35-39	12.40%	10.71%	10.37%
40-44	10.08%	10.71%	13.33%
45-49	16.28%	12.86%	12.59%
50-54	13.18%	13.57%	11.85%
55-59	10.08%	16.43%	16.30%
60-64	14.73%	10.00%	8.15%
65+	3.88%	2.14%	1.48%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Age at recruitment**

New employees appointed between 1 April 2019 and 31 March 2020:

Age	The whole organisation	The Royal Blind School
16-24	10.75% (11.11%)	0.00% (18.75%)
25-29	10.75% (13.89%)	0.00% (25.00%)
30-34	8.60% (12.04%)	0.00% (6.25%)
35-39	13.98% (6.48%)	0.00% (0.00%)
40-44	9.68% (5.56%)	66.67% (6.25%)
45-49	12.90% (10.19%)	3.33% (0.00%)
50-54	22.58% (18.52%)	0.00% (18.75%)
55-59	6.45% (12.04%)	0.00% (6.25%)
60-64	2.15% (8.33%)	0.00% (12.50%)
65+	2.15% (1.65%)	0.00% (6.25%)

Job applicants between 1 April 2019 and 31 March 2020:

Age	The whole organisation	The Royal Blind School
16-24	13.35% (17.12%)	20.00% (11.93%)
25-29	16.17% (18.88%)	20.00% (10.09%)
30-34	10.65% (12.08%)	20.00% (11.93%)
35-39	13.86% (10.08%)	10.00% (13.76%)
40-44	9.37% (10.00%)	10.00% (9.17%)
45-49	9.63% (9.36%)	10.00% (13.76%)
50-54	11.55% (9.76%)	10.00% (10.09%)
55-59	9.88% (7.92%)	0.00% (10.09%)
60-64	4.11% (2.72%)	0.00% (7.34%)
65+	0.26% (0.40%)	0.00% (0.92%)
PNTS	1.16% (1.68%)	0.00% (0.92%)

- **Leavers** between 1 April 2019 and 31 March 2020:

Age	The whole organisation	The Royal Blind School
16-24	6.72% (8.86%)	11.11% (15.38%)
25-29	10.08% (12.66%)	0.00% (23.08%)
30-34	14.29% (16.46%)	5.56% (23.08%)
35-39	10.92% (11.39%)	5.56% (15.38%)
40-44	8.40% (2.53%)	5.56% (0.00%)
45-49	5.04% (11.39%)	5.56% (7.69%)
50-54	14.29% (8.86%)	27.78% (0.00%)
55-59	10.08% (16.46%)	16.67% (0.00%)
60-64	13.45% (7.59%)	16.67% (15.38%)
65+	0.00% (3.80%)	0.00% (0.00%)

- **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Age	The whole organisation	The Royal Blind School
16-24	3.85% (0.00%)	0.00% (0.00%)
25-29	15.38% (33.33%)	0.00% (0.00%)
30-34	11.54% (25.00%)	0.00% (0.00%)
35-39	19.23% (16.67%)	50.00% (50.00%)
40-44	15.38% (0.000%)	50.00% (0.00%)
45-49	7.69% (16.67%)	0.00% (50.00%)
50-54	11.54% (8.33%)	0.00% (0.00%)
55-59	15.38% (0.00%)	0.00% (0.00%)
60-64	0.00% (0.00%)	0.00% (0.00%)
65+	0.00% (0.00%)	0.00% (0.00%)

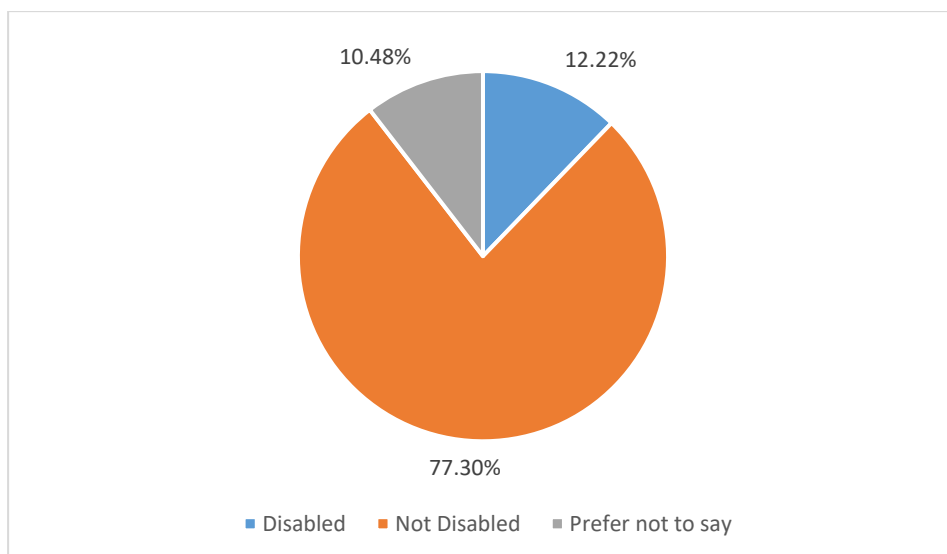
We have a balance of employees of different ages across the organisation. The lower representation of the 16-24 age group is influenced by the qualification requirements for a lot of our positions, dictated by the sectors we operate in.

The age bracket for 50 to 59 has the highest proportion of staff in both the whole organisation and the school. Turnover is low in the organisation, so it is perhaps unsurprising that many people choose to stay with us long into their working careers.

The figures for job applicants and new starters are fairly well balanced, suggesting we are attracting a wide range of applicants of all ages to Royal Blind and Scottish War Blind. This, in turn shows the fairness of our current recruitment processes.

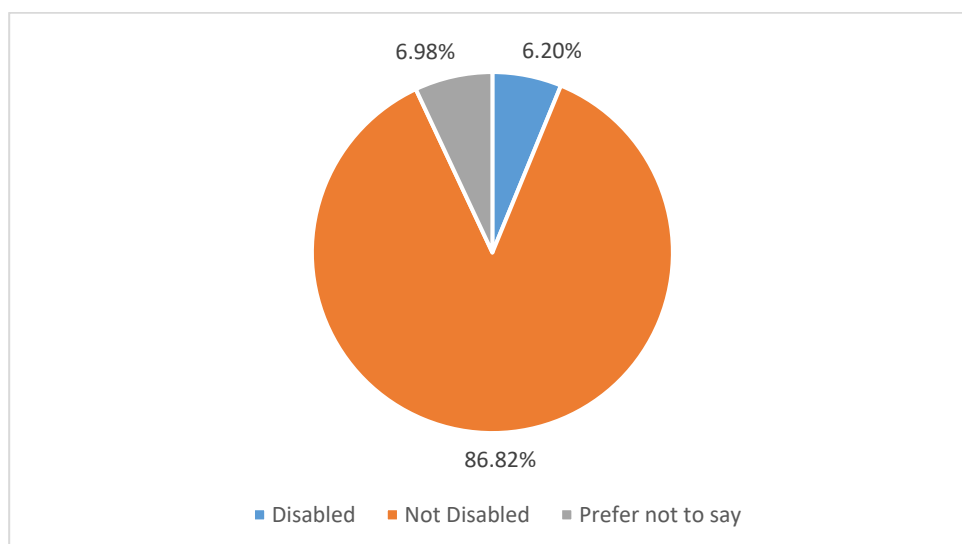
Disability

- **The whole organisation as at 31 March 2020:**



Disability status	2020 report	2019 report	2018 report
Disabled	12.22%	11.62%	12.40%
Not disabled	77.30%	85.71%	81.74%
Prefer not to say	10.48%	2.67%	5.86%

- **The Royal Blind School as at 31 March 2020:**



Disability status	2020 report	2019 report	2018 report
Disabled	6.20%	5.00%	5.19%
Not disabled	86.82%	90.00%	91.85%
Prefer not to say	6.98%	5.00%	2.96%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment**

New employees appointed between 1 April 2019 and 31 March 2020:

Disability status	The whole organisation	The Royal Blind School
Disabled	4.30% (4.63%)	0.00% (0.00%)
Not disabled	61.29% (83.33%)	33.33% (75.00%)
Prefer not to say	34.41% (12.04%)	66.67% (25.00%)

Job applicants appointed between 1 April 2019 and 31 March 2020:

Disability status	The whole organisation	The Royal Blind School
Disabled	5.91% (7.44%)	10.00% (8.26%)
Not disabled	89.47% (87.52%)	80.00% (84.40%)
Prefer not to say	4.62% (5.04%)	10.00% (7.34%)

- **Leavers** between 1 April 2019 and 31 March 2020:

Disability status	The whole organisation	The Royal Blind School
Disabled	15.97% (18.99%)	5.56% (15.38%)
Not disabled	67.23% (69.62%)	88.89% (76.92%)
Prefer not to say	16.81% (11.39%)	5.56% (7.69%)

- **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Disability status	The whole organisation	The Royal Blind School
Disabled	11.54% (8.33%)	0% (0.00%)
Not disabled	73.08% (91.67%)	100.00% (100.00%)
Prefer not to say	15.38% (0.00%)	0% (0.00%)

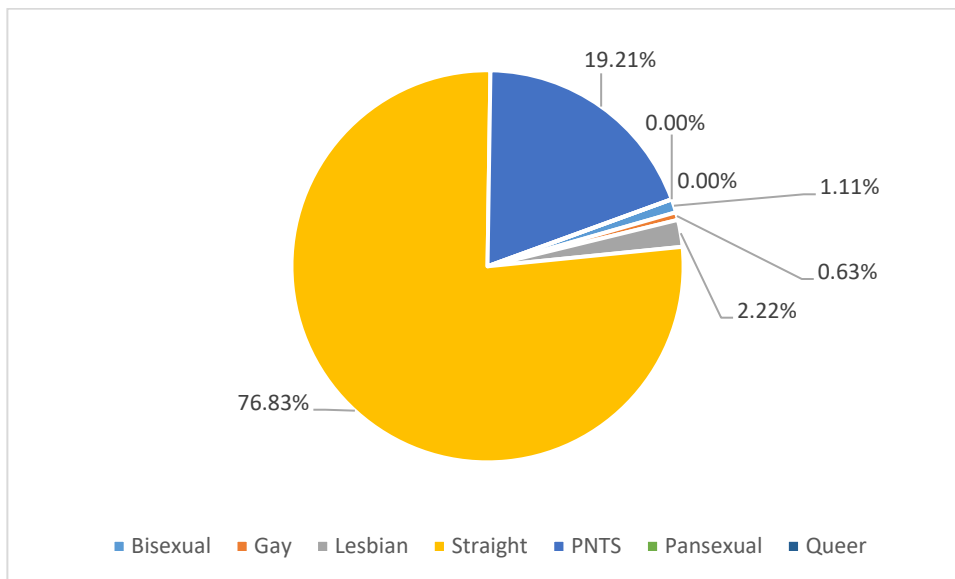
The proportion of disabled staff we employ is similar to the 2019 report, however there has been a slight increase from 11.62% in 2019 to 12.22% in 2020. There has been a significant increase in the number of staff who prefer not to disclose their disability status, from 2.67% in 2019 to 10.48% in 2020. This is most likely due to the 34.41% of new employees who have chosen not to state their disability status.

The proportion of leavers with a disability in this reporting period is slightly lower than in 2019. However, it is comparable to the proportion of disabled staff within the Royal Blind Group, currently 12.22%. The fact that the proportion of disabled staff leaving is similar to the make up of the organisation illustrates that disabled staff are not over-represented within the organisation's leavers.

The proportion of disabled employees we promoted internally is higher in this reporting period compared to the previous period, 11.54% in 2020 compared to 8.33% in 2019. This demonstrates that the organisation is committed to developing disabled employees. This is supported by Royal Blind adopting the principles of the Disability Confident scheme.

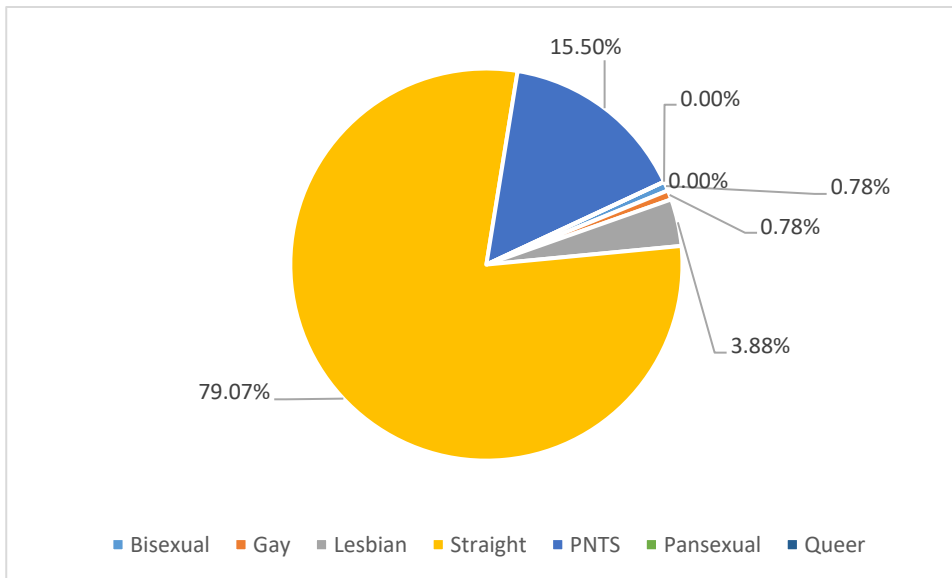
Sexual Orientation

- **The whole organisation as at 31 March 2020:**



Sexual orientation	2020 report	2019 report	2018 report
Bisexual	1.11%	0.78%	1.01%
Gay	0.63%	1.26%	0.50%
Lesbian	2.22%	2.04%	2.01%
Heterosexual/straight	76.83%	79.59%	81.24%
Pansexual	-	0.16%	-
Queer	-	0.16%	-
Prefer not to say	19.21%	16.01%	15.24%

- **The Royal Blind School as at 31 March 2020:**



Sexual orientation	2020 report	2019 report	2018 report
Bisexual	0.78%	0.71%	0.74%
Gay	0.78%	0.71%	0.74%
Lesbian	3.88%	3.57%	2.96%
Heterosexual/straight	79.07%	80.71%	81.48%
Prefer not to say	15.50%	14.29%	14.07%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment**

New employees appointed between 1 April 2019 and 31 March 2020:

Sexual orientation	The whole organisation	The Royal Blind School
Bisexual	3.23% (2.78%)	0.00% (6.25%)
Gay	1.08% (4.63%)	0.00% (0.00%)
Lesbian	1.08% (0.93%)	0.00% (6.25%)
Heterosexual/straight	55.91% (75.00%)	66.67% (75.00%)
Prefer not to say	38.71% (16.67%)	33.33% (12.50%)

Job applicants between 1 April 2019 and 31 March 2020:

Sexual orientation	The whole organisation	The Royal Blind School
Bisexual	2.31% (1.76%)	0.00% (3.67%)
Gay	2.82% (1.36%)	10.00% (2.75%)
Lesbian	1.41% (1.36%)	0.00% (2.75%)
Heterosexual/straight	83.95% (88.00%)	70.00% (86.24%)
Prefer not to say	9.50% (7.04%)	20.00% (4.59%)

• **Leavers** between 1 April 2019 and 31 March 2020:

Sexual orientation	The whole organisation	The Royal Blind School
Bisexual	0.84% (2.53%)	7.69% (7.69%)
Gay	4.20% (0.00%)	0.00% (0.00%)
Lesbian	0.00% (1.27%)	0.00% (0.00%)
Heterosexual/straight	71.43% (81.01%)	84.62% (84.62%)
Prefer not to say	21.85% (15.19%)	7.69% (7.69%)
Pansexual	0.84% (0.00%)	0.00% (0.00%)
Queer	0.84% (0.00%)	0.00% (0.00%)

• **Employees promoted internally** between 1 April 2019 and 31 March 2020:

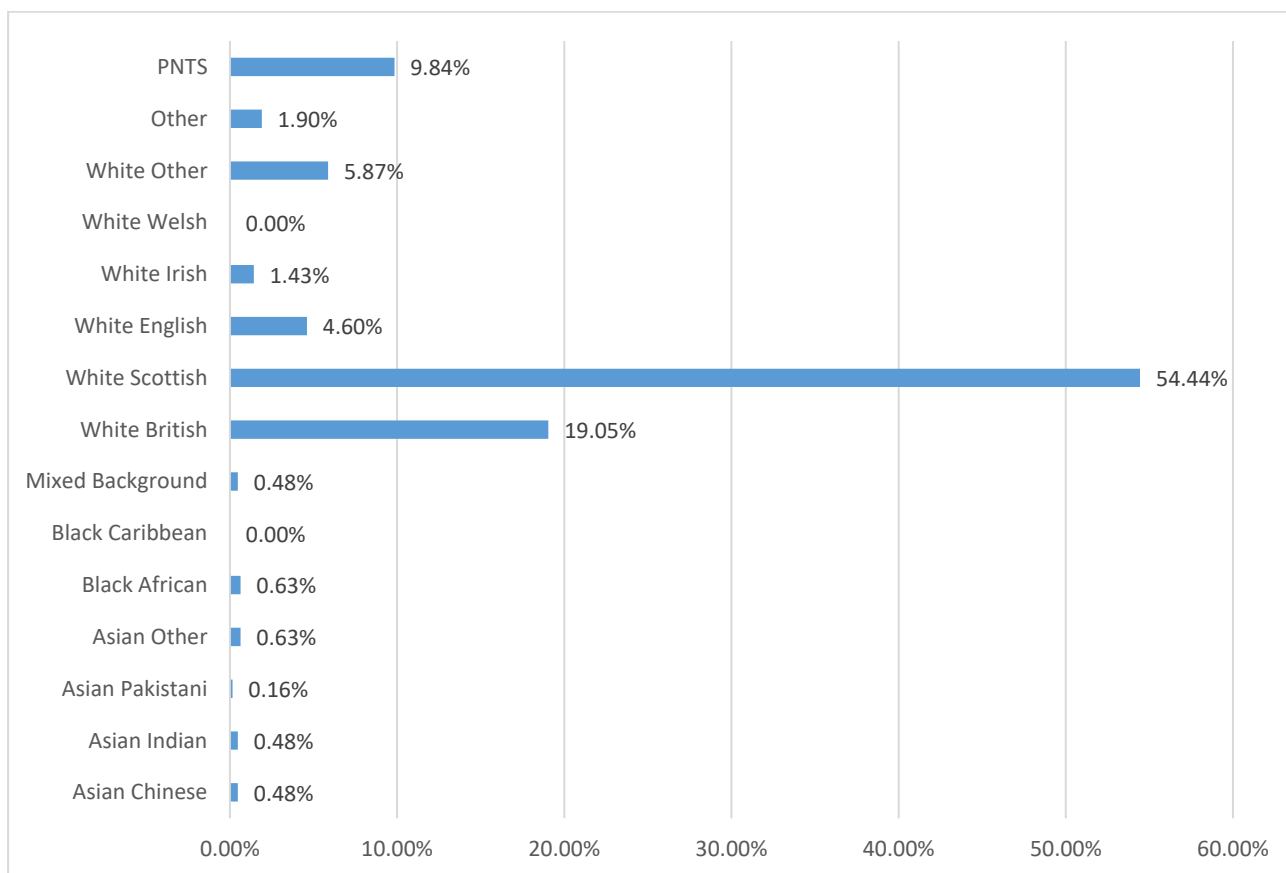
Sexual orientation	The whole organisation	The Royal Blind School
Bisexual	0.00% (0.00%)	0% (0.00%)
Gay	0.00% (0.00%)	0.00% (0.00%)
Lesbian	3.85% (0.00%)	0.00% (0.00%)
Heterosexual/straight	84.62% (100.00%)	50.00% (100%)
Prefer not to say	11.54% (0.00%)	50.00% (0.00%)
Pansexual	0.00% (0.00%)	0.00% (0.00%)
Queer	0.00% (0.00%)	0.00% (0.00%)

There is still a relatively high proportion of staff who prefer not to declare their sexual orientation, and these figures are higher than in 2019. This is significantly higher in new employees compared to 2019, 38.71% preferring not to declare their sexual orientation in 2020 compared to 16.67% in 2019.

The general make-up of our staffing split by sexual orientation corresponds to the data presented under recruitment, retention and development practices.

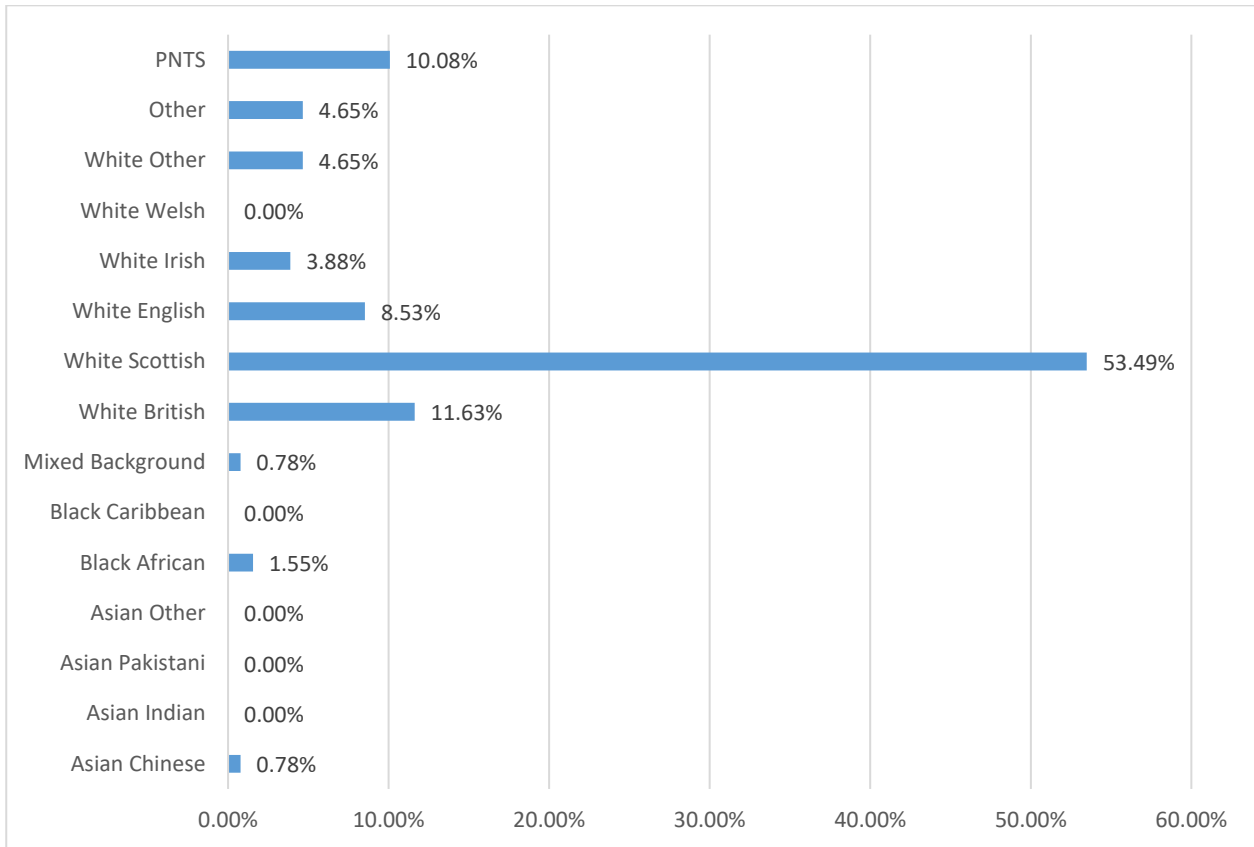
Ethnic Origin

- The whole organisation as at 31 March 2020:



Ethnic origin	2020 report	2019 report	2018 report
Asian Chinese	0.48%	0.47%	0.50%
Asian Indian	0.48%	0.16%	0.34%
Asian Pakistan	0.16%	0.00%	0.00%
Asian Other	0.63%	0.78%	0.50%
Black African	0.63%	0.63%	0.67%
Black Caribbean	0.00%	0.00%	0.00%
Mixed Background	0.48%	0.63%	0.50%
White British	19.05%	16.95%	13.07%
White Scottish	54.44%	57.46%	62.14%
White English	4.60%	4.71%	4.86%
White Irish	1.43%	1.41%	1.17%
White Welsh	0.00%	0.00%	0.00%
White Other	5.87%	5.97%	5.86%
Other	1.90%	2.20%	2.35%
Prefer not to say	9.84%	8.63%	8.04%

- **The Royal Blind School as at 31 March 2020:**



Ethnic origin	2020 report	2019 report	2018 report
Asian Chinese	0.78%	0.71%	0.74%
Asian Indian	0.00%	0.00%	0.00%
Asian Pakistan	0.00%	0.00%	0.00%
Asian Other	0.00%	0.00%	0.00%
Black African	1.55%	1.43%	0.74%
Black Caribbean	0.00%	0.00%	0.00%
Mixed Background	0.78%	0.71%	0.00%
White British	11.63%	12.86%	11.85%
White Scottish	53.49%	52.86%	54.07%
White English	8.53%	7.86%	8.15%
White Irish	3.88%	3.57%	2.96%
White Welsh	0.00%	0.00%	0.00%
White Other	4.65%	5.00%	5.93%
Other	4.65%	5.00%	5.19%
Prefer not to say	10.08%	10.00%	10.37%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment:**

New employees appointed between 1 April 2019 and 31 March 2020:

Ethnic origin	The whole organisation	The Royal Blind School
Asian Chinese	0.00% (0.00%)	0.00% (0.00%)
Asian Indian	2.15% (0.00%)	0.00% (0.00%)
Asian Pakistan	1.08% (0.00%)	0.00% (0.00%)
Asian Other	0.00% (0.93%)	0.00% (0.00%)
Black African	1.08% (0.93%)	0.00% (6.25%)
Black Caribbean	0.00% (0.00%)	0.00% (0.00%)
Mixed Background	1.08% (1.85%)	0.00% (0.00%)
White British	39.78% (38.89%)	33.33% (25.00%)
White Scottish	26.88% (32.41%)	66.67% (43.75%)
White English	3.23% (2.78%)	0.00% (6.25%)
White Irish	0.00% (1.85%)	0.00% (6.25%)
White Welsh	0.00% (0.00%)	0.00% (0.00%)
White Other	5.38% (11.11%)	0.00% (6.25%)
Other	0.00% (0.00%)	0.00% (0.00%)
PNTS	19.35% (9.26%)	0.00% (6.25%)

Job applicants between 1 April 2019 and 31 March 2020:

Ethnic origin	The whole organisation	The Royal Blind School
Asian Chinese	0.26% (0.24%)	0.00% (0.00%)
Asian Indian	1.54% (1.52%)	0.00% (0.92%)
Asian Pakistani	0.26% (1.28%)	0.00% (0.92%)
Asian Other	0.77% (1.04%)	0.00% (0.92%)
Black African	3.47% (1.68%)	0.00% (2.75%)
Black Caribbean	0.00% (0.16%)	0.00% (0.00%)
Black Other	0.00% (0.32%)	0.00% (0.92%)
Mixed Background	1.93% (1.92%)	0.00% (0.92%)
White British	33.50% (30.88%)	50.00% (23.85%)
White Scottish	46.85% (46.72%)	30.00% (46.79%)
White English	1.28% (2.16%)	10.00% (2.75%)
White Irish	0.26% (1.04%)	0.00% (0.92%)

White Welsh	0.13% (0.16%)	0.00% (0.00%)
White Other	7.45% (9.76%)	10.00% (17.43%)
Other	0.39% (0.24%)	0.00% (0.00%)
PNTS	1.93% (0.72%)	0.00% (0.92%)

- **Leavers** between 1 April 2019 and 31 March 2020:

Ethnic origin	The whole organisation	The Royal Blind School
Asian Chinese	0.00% (0.00%)	0.00% (0.00%)
Asian Indian	0.00% (1.27%)	0.00% (0.00%)
Asian Pakistan	0.00% (0.00%)	0.00% (0.00%)
Asian Other	0.84% (0.00%)	0.00% (0.00%)
Black African	0.00% (1.27%)	0.00% (0.00%)
Black Caribbean	0.00% (0.00%)	0.00% (0.00%)
Mixed Background	1.68% (1.27%)	0.00% (0.00%)
White British	25.21% (20.25%)	22.22% (23.08%)
White Scottish	47.06% (53.16%)	61.11% (46.15%)
White English	3.36% (3.80%)	0.00% (7.69%)
White Irish	0.84% (0.00%)	0.00% (0.00%)
White Welsh	0.00% (0.00%)	0.00% (0.00%)
White Other	5.88% (11.39%)	5.56% (15.38%)
Other	1.68% (0.00%)	5.56% (0.00%)
PNTS	13.45% (7.59%)	5.56% (7.69%)

- **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Ethnic origin	The whole organisation	The Royal Blind School
Asian Chinese	0.00% (0.00%)	0.00% (0.00%)
Asian Indian	0.00% (0.00%)	0.00% (0.00%)
Asian Pakistan	0.00% (0.00%)	0.00% (0.00%)
Asian Other	0.00% (0.00%)	0.00% (0.00%)
Black African	0.00% (0.00%)	0.00% (0.00%)
Black Caribbean	0.00% (0.00%)	0.00% (0.00%)
Mixed Background	0.00% (8.33%)	0.00% (50.00%)
White British	7.69% (16.67%)	0.00% (0.00%)
White Scottish	69.23% (50.00%)	0.00% (0.00%)
White English	11.54% (16.67%)	50.00% (50.00%)

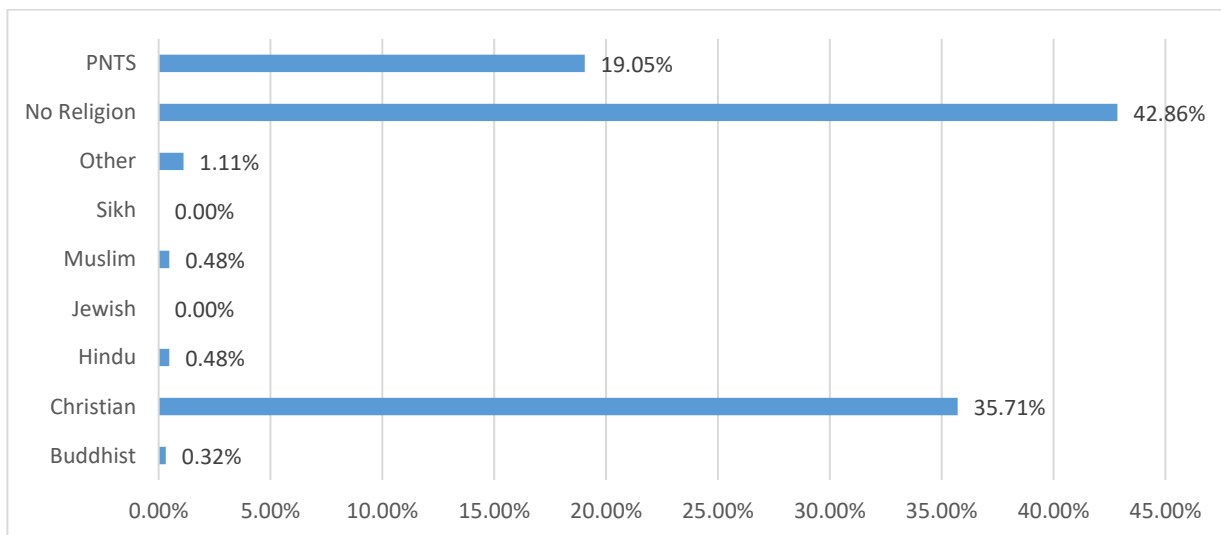
White Irish	0.00% (0.00%)	0.00% (0.00%)
White Welsh	0.00% (0.00%)	0.00% (0.00%)
White Other	3.85% (0.00%)	0.00% (0.00%)
Other	0.00% (8.33%)	0.00% (0.00%)
PNTS	7.69% (0.00%)	50.00% (0.00%)

A vast majority of our employees are “White Scottish”, “White British” and “White English” categories, which reflects our location. There is a similar proportion of employees from ethnic minority groups that we employ compared to the 2019 report.

The ethnicity mix within recruitment, retention and development practices closely reflects the overall make-up of our staffing, which is consistent with a fair and equal approach to our employment practices.

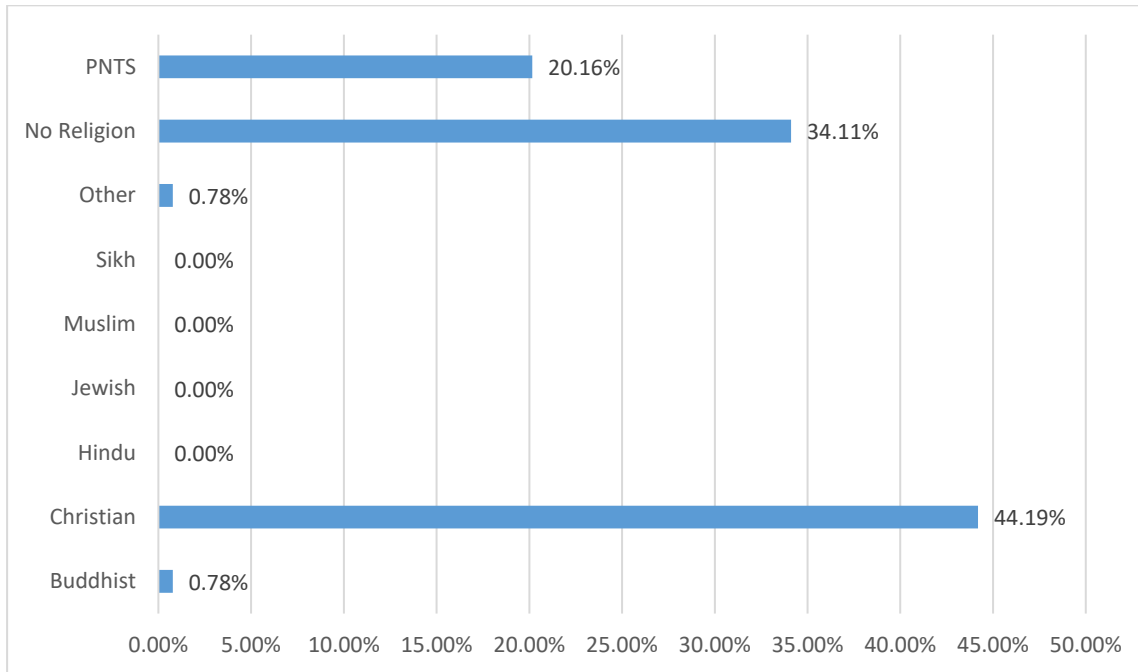
Religion and Belief

- **The whole organisation as at 31 March 2020:**



Religion/belief	2020 report	2019 report	2018 report
Buddhist	0.32%	0.31%	0.17%
Christian	35.71%	38.46%	40.70%
Hindu	0.48%	0.16%	0.17%
Jewish	0.00%	-	-
Sikh	0.00%	0.00%	0.00%
Muslim	0.48%	0.16%	0.34%
Other	1.11%	0.31%	1.34%
No Religion	42.86%	43.17%	40.54%
PNTS		17.43%	16.75%

- **The Royal Blind School as at 31 March 2020:**



Religion/belief	2020 report	2019 report	2018 report
Buddhist	0.78%	0.71%	0.74%
Christian	44.19%	43.57%	42.96%
Hindu	0.00%	0.00%	0.00%
Jewish	0.00%	0.00%	0.00%
Muslim	0.00%	0.00%	0.00%
Sikh	0.00%	0.00%	0.00%
Other religion	0.78%	1.43%	1.48%
No religion	34.11%	37.86%	33.33%
Prefer not to say	20.16%	16.43%	21.48%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment:**

New employees appointed between 1 April 2019 and 31 March 2020:

Religion/belief	The whole organisation	The Royal Blind School
Buddhist	0.00% (0.93%)	0.00% (0.00%)
Christian	29.03% (29.63%)	66.67% (18.75%)
Hindu	1.08% (0.93%)	0.00% (0.00%)
Jewish	0.00% (0.00%)	0.00% (0.00%)
Muslim	2.15% (0.00%)	0.00% (0.00%)
Sikh	0.00% (0.00%)	0.00% (0.00%)

Other religion	3.23% (0.00%)	0.00% (0.00%)
No religion	32.26% (50.00%)	0.00% (62.50%)
Prefer not to say	32.26% (18.52%)	33.33% (18.75%)

Job applicants between 1 April 2019 and 31 March 2020:

Religion/belief	The whole organisation	The Royal Blind School
Buddhist	0.13% (1.04%)	0.00% (0.00%)
Christian	34.27% (32.80%)	20.00% (39.45%)
Hindu	1.03% (0.80%)	0.00% (0.00%)
Jewish	0.13% (0.08%)	0.00% (0.00%)
Muslim	1.41% (2.24%)	0.00% (2.75%)
Sikh	0.13% (0.00%)	0.00% (0.92%)
Other religion	2.82% (0.80%)	0.00% (0.00%)
No religion	47.50% (52.64%)	60.00% (48.62%)
Prefer not to say	12.58% (9.60%)	0.00% (8.26%)

• **Leavers** between 1 April 2019 and 31 March 2020:

Religion/belief	The whole organisation	The Royal Blind School
Buddhist	0.84% (0.00%)	0.00% (0.00%)
Christian	42.02% (43.04%)	55.56% (7.69%)
Hindu	0.00% (1.27%)	0.00% (0.00%)
Jewish	0.00% (0.00%)	0.00% (0.00%)
Muslim	0.00% (0.00%)	0.00% (0.00%)
Sikh	0.00% (0.00%)	0.00% (0.00%)
Other religion	2.52% (1.27%)	5.56% (7.69%)
No religion	30.25% (40.51%)	22.22% (61.54%)
Prefer not to say	24.37% (13.92%)	16.67% (23.08%)

• **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Religion/belief	The whole organisation	The Royal Blind School
Buddhist	0.00% (0.00%)	0.00% (0.00%)
Christian	26.92% (41.61%)	0.00% (50.00%)
Hindu	0.00% (0.00%)	0.00% (0.00%)
Jewish	0.00% (0.00%)	0.00% (0.00%)
Muslim	0.00% (0.00%)	0.00% (0.00%)

Sikh	0.00% (0.00%)	0.00% (0.00%)
Other religion	0.00% (0.00%)	0.00% (0.00%)
No religion	50.00% (58.33%)	50.00% (50.00%)
Prefer not to say	23.08% (0.00%)	50.00% (0.00%)

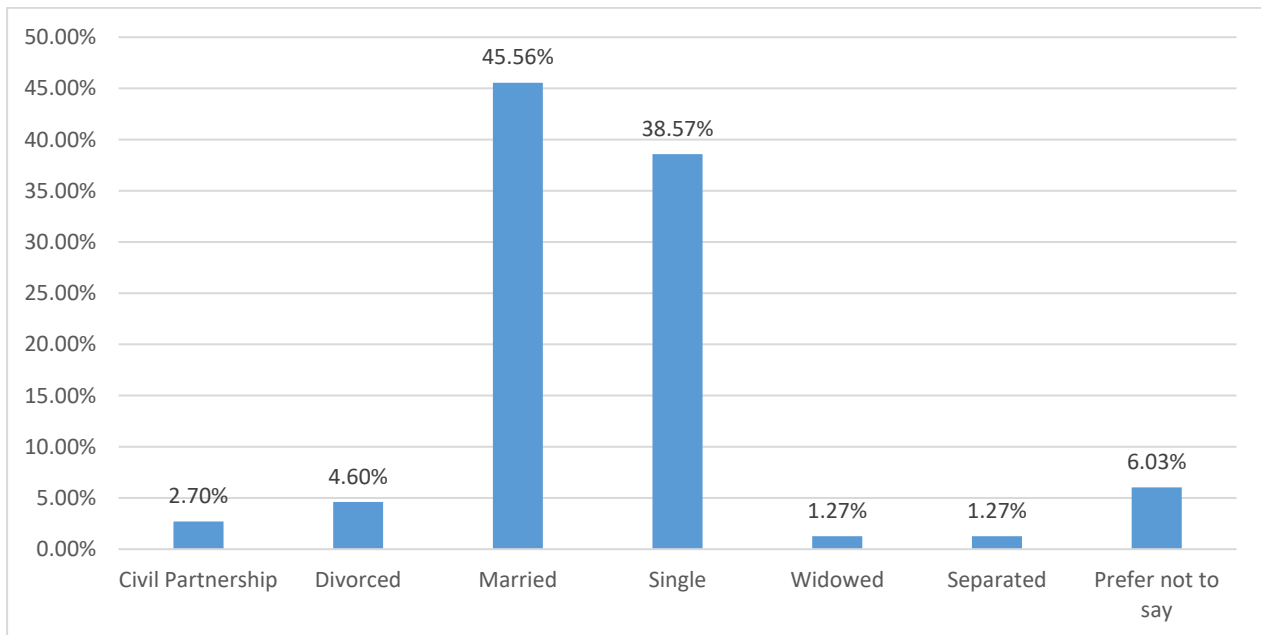
The make-up of our staffing is dominated by 'Christian' and 'No religion', and this spread is similar across all our employment practices. These proportions are similar to the figures presented in our 2019 report.

There has been a significant increase in the percentage of employees who prefer not to disclose their religions. This is most likely due to the proportion of new employees who do not wish to declare their religion, as this has increased from 18.52% in 2019 to 32.26% in 2020 across the whole organisation and from 18.75% in 2019 to 33.33% in 2020 within the Royal Blind School.

The employee data split by religion or belief under recruitment, retention and development practices broadly corresponds to the overall make-up of our staffing.

Marriage/Civil Partnership Status

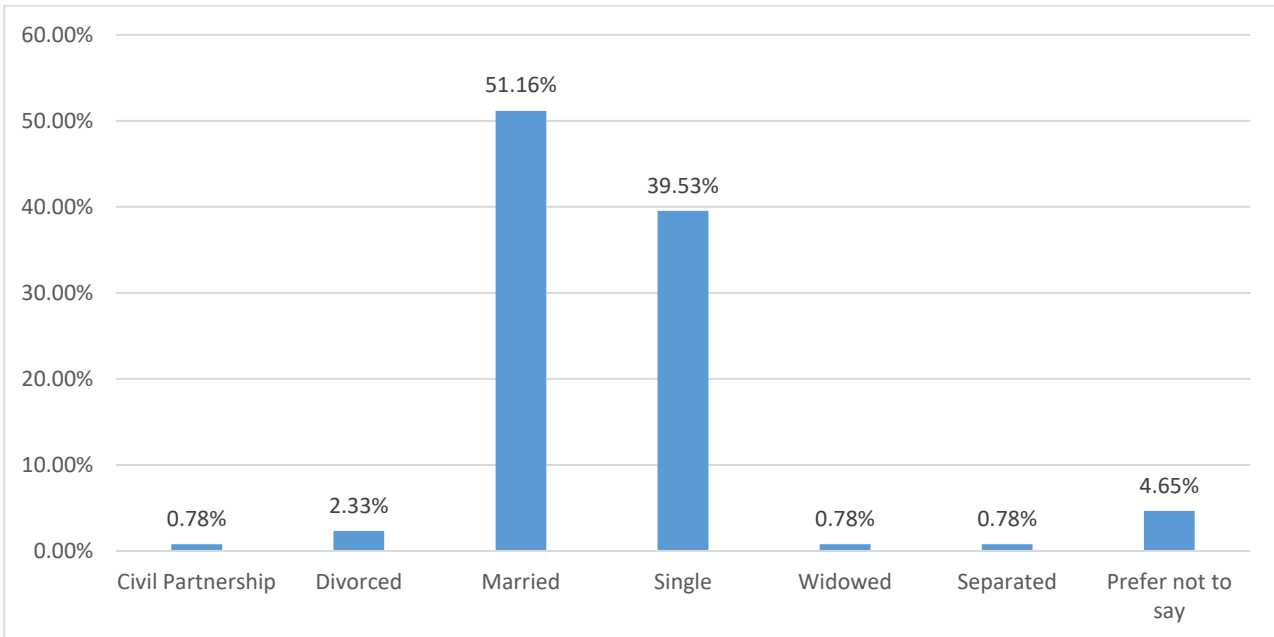
- **The whole organisation as at 31 March 2020:**



Status	2020 report	2019 report	2018 report
Civil Partnership	2.70%	2.20%	1.68%
Divorced	4.60%	4.40%	3.85%
Married	45.56%	46.78%	47.07%
Single	38.57%	40.82%	42.55%
Widowed	1.27%	1.10%	0.84%

Separated	1.27%	0.63%	0.67%
Prefer not to say	6.03%	4.08%	3.35%

The Royal Blind School as at 31 March 2020:



Status	2020 report	2019 report	2018 report
Civil Partnership	0.78%	0.71%	0.74%
Divorced	2.33%	2.14%	2.22%
Married	51.16%	52.14%	50.37%
Single	39.53%	38.57%	43.70%
Widowed	0.78%	0.71%	0.00%
Separated	0.78%	0.71%	0.74%
Prefer not to say	4.65%	5.00%	2.22%

In the following tables figures in brackets represent the 2018-19 statistics.

- **Recruitment**

New employees appointed between 1 April 2019 and 31 March 2020:

Marriage/civil partnership status	The whole organisation	The Royal Blind School
Civil Partnership	4.30% (6.48%)	0.00% (0.00%)
Divorced	5.38% (3.70%)	0.00% (0.00%)
Married	35.48% (36.11%)	66.67% (43.75%)
Single	33.33% (45.37%)	33.33% (43.75%)
Widowed	2.15% (1.85%)	0.00% (0.00%)
Separated	3.23% (0.93%)	0.00% (0.00%)
Prefer not to say	16.13% (5.56%)	0.00% (12.50%)

Job applicants between 1 April 2019 and 31 March 2020:

Marriage/civil partnership status	The whole organisation	The Royal Blind School
Civil Partnership	4.75% (4.56%)	10.00% (5.50%)
Divorced	6.80% (5.28%)	0.00% (8.26%)
Married	35.17% (33.12%)	10.00% (41.28%)
Single	40.69% (46.16%)	70.00% (32.11%)
Widowed	0.64% (1.36%)	0.00% (0.92%)
Separated	2.95% (3.04%)	0.00% (2.75%)
Prefer not to say	8.99% (6.48%)	10.00% (9.17%)

- **Leavers** between 1 April 2019 and 31 March 2020:

Marriage/civil partnership status	The whole organisation	The Royal Blind School
Civil Partnership	2.52% (1.27%)	5.56% (0.00%)
Divorced	4.20% (2.53%)	0.00% (0.00%)
Married	41.18% (31.65%)	66.67% (15.38%)
Single	46.22% (56.96%)	27.78% (69.23%)
Widowed	0.84% (0.00%)	0.00% (0.00%)
Separated	0.84% (0.00%)	0.00% (0.00%)
Prefer not to say	4.20% (7.59%)	0.00% (15.39%)

- **Employees promoted internally** between 1 April 2019 and 31 March 2020:

Marriage/civil partnership status	The whole organisation	The Royal Blind School
Civil Partnership	0.00% (8.33%)	0.00% (0.00%)
Divorced	3.85% (8.33%)	0.00% (0.00%)
Married	50.00% (33.33%)	50.00% (100.00%)
Single	42.31% (50.00%)	50.00% (0.00%)
Widowed	0.00% (0.00%)	0.00% (0.00%)
Separated	0.00% (0.00%)	0.00% (0.00%)
Prefer not to say	0.00% (0.00%)	0.00% (0.00%)

A vast majority of our staff are either 'Married' or 'Single'. These proportions are similar to the figures presented in our 2019 report.

We believe that the data above relating to recruitment, retention and development of our employees corresponds with fair and equal employment practices in relation to the marriage and civil partnership status.

Further implementation and monitoring

We will continue to:

- apply the principles of equality to all our activity including our service delivery, our staffing and our management and governance
- monitor and use employee information to ensure improved equality and diversity across the organisation
- work towards achieving our key equality outcomes over the next two years with the continued support of the Equality Forum.

The next full Equality Status Report will be published in April 2021. The report will include the following elements:

- Mainstreaming the equality duty
- Employee information
- Gender pay gap information
- Equal pay statement and occupational segregation information
- Progress towards achieving our equality outcomes and a new set of outcomes.