

## **Equality Report - Employee Information**

Published 28 April 2022

### **Introduction**

Sight Scotland and Sight Scotland Veterans (previously operating as Royal Blind and Scottish War Blinded) promote the inclusion and empowerment of people with visual impairment, and as such regard inclusion, diversity and 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 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 an online equal opportunities form when they apply for a position with us. The information is fully anonymised and separate from the application form itself, and is kept solely for the purpose of equal opportunities monitoring.

New employees are asked to update their diversity and inclusion data during their induction. All colleagues can view and easily update their personal information that we keep through self-service functionality of our HR system. We work to ensure that our colleagues are aware why we gather and keep this information.

We also 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.

We 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 of 28 February 2022, we employed a total of 398 staff, out of whom 238 (59.80%) worked full time and 160 (40.20%) worked part time. These figures are relatively unchanged when compared to 2021 when we employed 389 staff, of whom 59.90% worked full time and 40.10% part time.

Within the Royal Blind School, we employed 96 staff, out of whom 42 (43.75%) worked full time and 54 (56.25%) worked part time. These proportions are relatively unchanged from 2021 when the split was 46.32% full time and 53.68% 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 1 year since our last Employee Information Report was published in April 2021. This year we moved the effective date we base our reports on from 31<sup>st</sup> March to 28<sup>th</sup> February, to allow us time to analyse the data and publish the full reports by the end of April each year. We will use 28<sup>th</sup> February as our effective date going forward.

Under each protected characteristic, we have provided the following information:

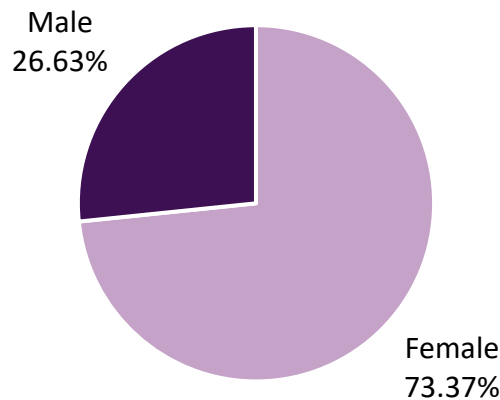
- the overall composition of our employees as of 28 February 2022
- comparison with the 2021 and 2020 reports, where information relating to the particular characteristic was included in the previous report
- new employees appointed between 1 April 2021 and 28 February 2022
- job applicants between 1 April 2021 and 28 February 2022

- leavers between 1 April 2021 and 28 February 2022
- employees promoted internally between 1 April 2021 and 28 February 2022.

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.

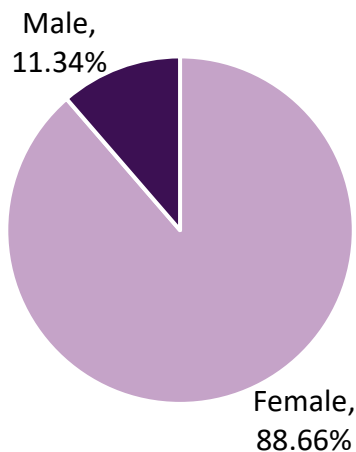
## Gender

- **The whole organisation as of 28 February 2022:**



Gender	2022 report	2021 report	2020 report
Female	73.37%	71.98%	77.46%
Male	26.63%	28.02%	22.54%

- **The Royal Blind School as of 28 February 2022:**



Gender	2022 report	2021 report	2020 report
Female	88.66%	89.47%	89.15%
Male	11.34%	10.53%	10.85%

In the following tables figures in brackets represent the 2020-21 statistics.

- **Recruitment**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Gender</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Female	<b>75.00%</b> (75.00%)	<b>100.00%</b> (66.67%)
Male	<b>25.00%</b> (25.00%)	<b>0.00%</b> (33.33%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Gender</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Female	<b>65.26%</b> (65.87%)	<b>78.67%</b> (74.47%)
Male	<b>33.43%</b> (31.74%)	<b>20.67%</b> (21.28%)
Prefer not to say	<b>1.31%</b> (2.39%)	<b>0.67%</b> (4.26%)

- **Leavers** between 1 April 2021 and 28 February 2022:

<b>Gender</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Female	<b>65.38%</b> (84.79%)	<b>100.00%</b> (88.57%)
Male	<b>34.62%</b> (15.21%)	<b>0.00%</b> (11.43%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

<b>Gender</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Female	<b>66.67%</b> (100.00%)	<b>33.33%</b> (100.00%)
Male	<b>33.33%</b> (0.00 %)	<b>66.67%</b> (0.00%)

The majority of our employees are female. This reflects the typical gender mix in the activities we operate, which are mostly within the care and education sector. The overall gender split in the care sector, as reported by SSSC, was 82% female and 15% male in 2020.

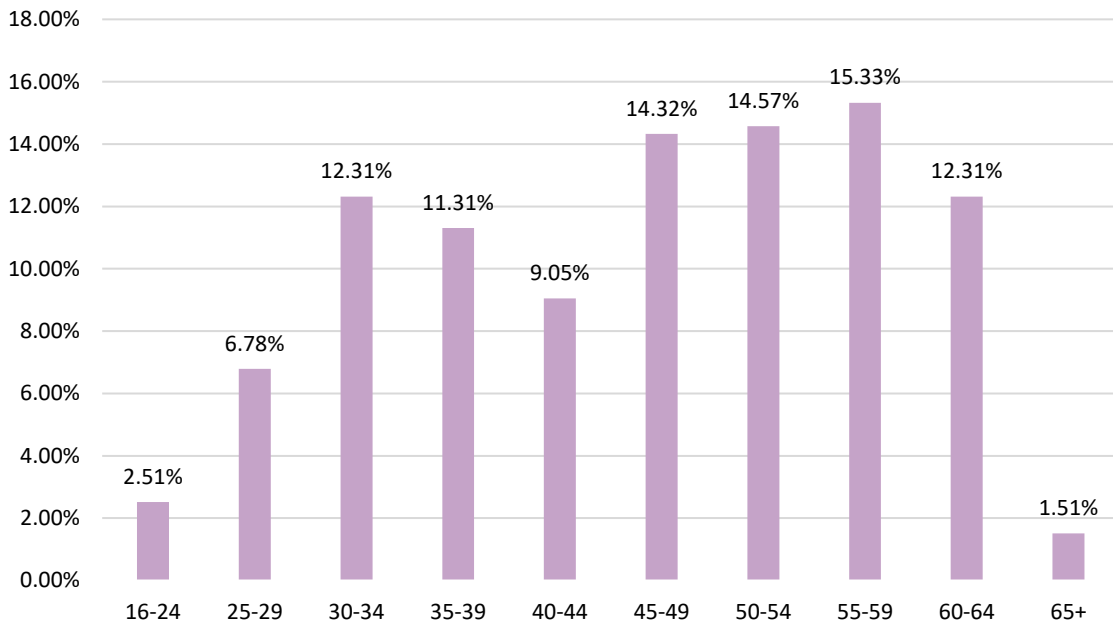
The gender mix for the whole organisation is at a similar level as in April 2021 with a small decrease in the proportion of men employed. This decrease is likely due to the higher proportion of male employees leaving the organisation than in 2021. In terms of the school specifically, the proportion of male employees compared to female staff increased slightly from 10.53% in 2021 to 11.34% in 2022. Within the school, more male employees were promoted internally this year, but this is influenced by a

very low number of staff in this group over the past year (only three employees were promoted within the Royal Blind School).

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

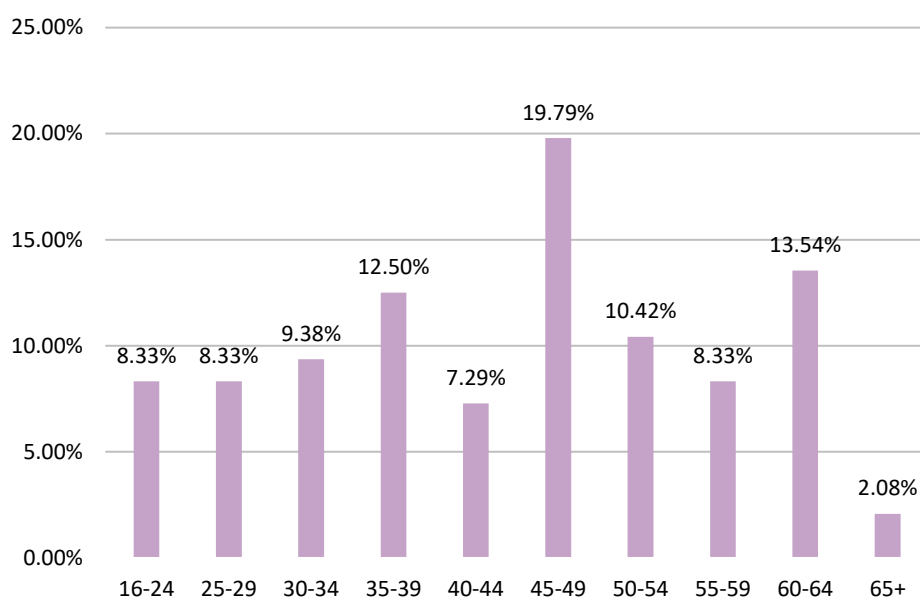
## Age

- The whole organisation as of 28 February 2022:**



Age	2022 report	2021 report	2020 report
16-24	2.51%	1.29%	2.86%
25-29	6.78%	7.46%	9.05%
30-34	12.31%	12.34%	11.27%
35-39	11.31%	11.31%	10.32%
40-44	9.05%	8.74%	8.73%
45-49	14.32%	15.68%	13.49%
50-54	14.57%	15.17%	15.08%
55-59	15.33%	15.42%	16.19%
60-64	12.31%	11.57%	11.11%
65+	1.51%	1.03%	1.90%

- **The Royal Blind School as of 28 February 2022:**



Age	2022 report	2021 report	2020 report
16-24	8.33%	2.11%	0.78%
25-29	8.33%	10.53%	10.85%
30-34	9.38%	8.42%	7.75%
35-39	12.50%	14.74%	12.40%
40-44	7.29%	8.42%	10.08%
45-49	19.79%	20.00%	16.28%
50-54	10.41%	12.63%	13.18%
55-59	8.33%	9.47%	10.08%
60-64	13.54%	11.58%	14.73%
65+	2.08%	2.11%	3.88%

In the following tables figures in brackets represent the 2020 - 2021 statistics.

- **Age at recruitment**

**New employees** appointed between 1 April 2021 and 28 February 2022:

Age	The whole organisation	The Royal Blind School
16-24	<b>10.00%</b> (12.50%)	<b>45.45%</b> (16.67%)
25-29	<b>15.00%</b> (16.67%)	<b>9.09%</b> (16.67%)

30-34	<b>11.67%</b> (12.50%)	<b>0.00%</b> (0.00%)
35-39	<b>15.00%</b> (12.50%)	<b>18.18%</b> (16.67%)
40-44	<b>13.33%</b> (0.00%)	<b>9.09%</b> (0.00%)
45-49	<b>13.33%</b> (16.67%)	<b>18.18%</b> (3.33%)
50-54	<b>5.00%</b> (8.33%)	<b>0.00%</b> (0.00%)
55-59	<b>13.33%</b> (16.67%)	<b>0.00%</b> (16.67%)
60-64	<b>3.33%</b> (4.17%)	<b>0.00%</b> (0.00%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Age</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
16-24	<b>14.00%</b> (21.37%)	<b>14.67%</b> (17.02%)
25-29	<b>17.32%</b> (26.48%)	<b>20.67%</b> (23.40%)
30-34	<b>12.49%</b> (14.99%)	<b>22.00%</b> (17.02%)
35-39	<b>9.67%</b> (10.85%)	<b>10.67%</b> (8.51%)
40-44	<b>9.97%</b> (6.86%)	<b>12.00%</b> (8.51%)
45-49	<b>8.66%</b> (6.38%)	<b>6.00%</b> (14.89%)
50-54	<b>10.07%</b> (5.90%)	<b>6.00%</b> (6.38%)
55-59	<b>9.26%</b> (4.78%)	<b>5.33%</b> (2.13%)
60-64	<b>5.84%</b> (0.96%)	<b>1.33%</b> (2.13%)
65+	<b>1.41%</b> (0.16%)	<b>0.00%</b> (0.00%)
Prefer not to say	<b>1.31%</b> (1.28%)	<b>1.33%</b> (0.00%)

• **Leavers** between 1 April 2021 and 28 February 2022:

<b>Age</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
16-24	<b>1.92%</b> (5.70%)	<b>0.00%</b> (2.86%)
25-29	<b>9.62%</b> (10.27%)	<b>10.00%</b> (11.43%)
30-34	<b>11.54%</b> (9.89%)	<b>10.00%</b> (5.71%)
35-39	<b>11.54%</b> (9.13%)	<b>30.00%</b> (8.57%)
40-44	<b>13.46%</b> (7.22%)	<b>10.00%</b> (5.71%)
45-49	<b>7.69%</b> (9.51%)	<b>10.00%</b> (8.57%)
50-54	<b>21.15%</b> (12.93%)	<b>20.00%</b> (24.29%)
55-59	<b>9.62%</b> (20.91%)	<b>10.00%</b> (11.43%)

60-64	<b>13.46%</b> (11.79%)	<b>0.00%</b> (22.86%)
65+	<b>0.00%</b> (2.66%)	<b>0.00%</b> (8.57%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

Age	The whole organisation	The Royal Blind School
25-29	<b>11.11%</b> (0.00%)	<b>0.00%</b> (0.00%)
30-34	<b>22.22%</b> (50.00%)	<b>33.33%</b> (0.00%)
35-39	<b>22.22%</b> (0.00%)	<b>66.67%</b> (0.00%)
40-44	<b>11.11%</b> (25.00%)	<b>0.00%</b> (100.00%)
45-49	<b>22.22%</b> (25.00%)	<b>0.00%</b> (0.00%)
60-64	<b>11.11%</b> (0.00%)	<b>0.00%</b> (0.00%)

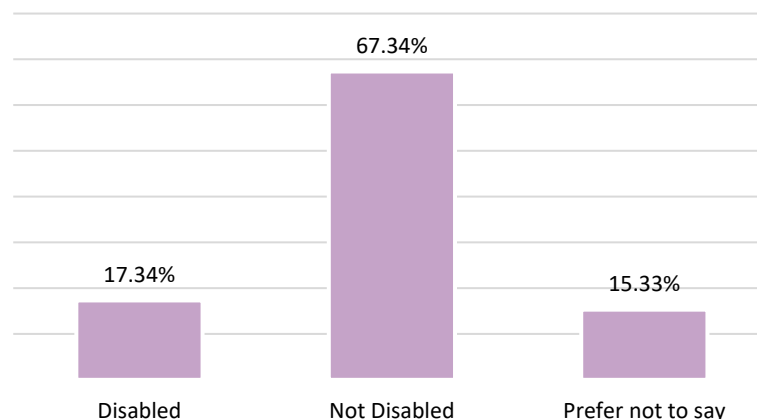
We have a balance of employees of different ages across the organisation. The lower representation of the 16-24 age group is influenced by the qualification requirements for a lot of our positions, dictated by the sectors we operate in. The increase in the number of new employees appointed from this age group within the Royal Blind School compared to last year is worth noting.

The age bracket for 50-59 has the highest proportion of staff across the whole organisation, while 45 to 54 has the highest proportion of staff in 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 Sight Scotland and Sight Scotland Veterans. This, in turn shows the fairness of our current recruitment processes.

## Disability

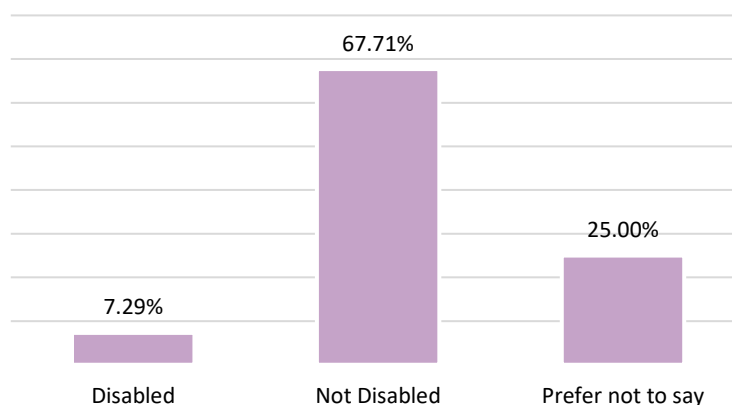
- **The whole organisation as of 28 February 2022:**





<b>Disability status</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Disabled	17.34%	17.22%	12.22%
Not disabled	67.34%	73.01%	77.30%
Prefer not to say	15.33%	9.77%	10.48%

- **The Royal Blind School as of 28 February 2022:**



<b>Disability status</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Disabled	7.29%	6.32%	6.20%
Not disabled	67.21%	80.00%	86.82%
Prefer not to say	25.00%	13.68%	6.98%

In the following tables figures in brackets represent the 2020-21 statistics.

- **Recruitment**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Disability status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Disabled	<b>8.33%</b> (12.50%)	<b>0.00%</b> (33.33%)
Not disabled	<b>41.67%</b> (54.17%)	<b>9.09%</b> (33.33%)
Prefer not to say	<b>50.00%</b> (33.33%)	<b>90.91%</b> (33.33%)

**Job applicants** appointed between 1 April 2021 and 28 February 2022:

<b>Disability status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Disabled	<b>8.56%</b> (8.29%)	<b>6.67%</b> (4.26%)
Not disabled	<b>88.72%</b> (86.44%)	<b>91.33%</b> (93.62%)

Prefer not to say	<b>2.72%</b> (5.26%)	<b>2.00%</b> (2.13%)
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- **Leavers** between 1 April 2021 and 28 February 2022:

Disability status	The whole organisation	The Royal Blind School
Disabled	<b>9.62%</b> (15.97%)	<b>0.00%</b> (5.56%)
Not disabled	<b>75.00%</b> (67.23%)	<b>90.00%</b> (88.89%)
Prefer not to say	<b>15.38%</b> (16.81%)	<b>10.00%</b> (5.56%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

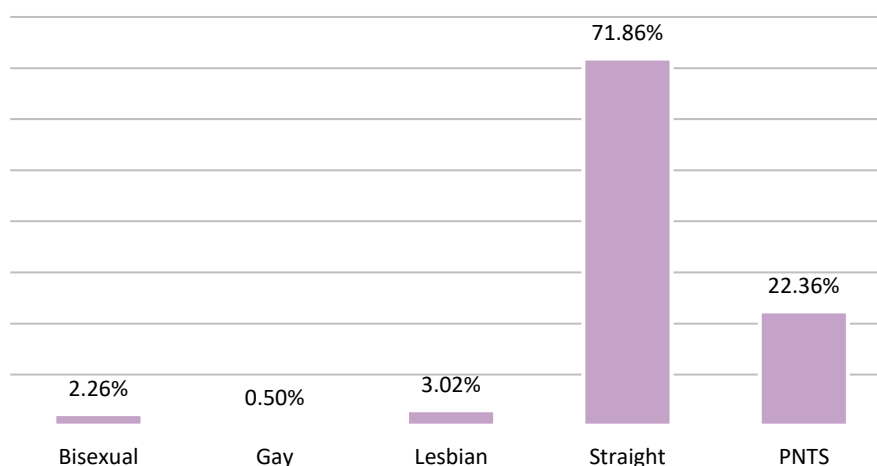
Disability status	The whole organisation	The Royal Blind School
Disabled	<b>22.22%</b> (0.00%)	<b>0.00%</b> (0.00%)
Not disabled	<b>66.67%</b> (100.00%)	<b>66.67%</b> (100.00%)
Prefer not to say	<b>11.11%</b> (0.00%)	<b>33.33%</b> (0.00%)

The proportion of disabled staff has remained similar to 2021, however there has been an increase in the number of staff who have preferred not to answer this question. The proportion of disabled staff within the Royal Blind School has remained at a similar level, 6.20% in 2020 and 6.32% in 2021.

The proportion of leavers with a disability in this reporting period is slightly lower than in 2021, however once again there is a higher proportion of staff who have opted not to answer this question.

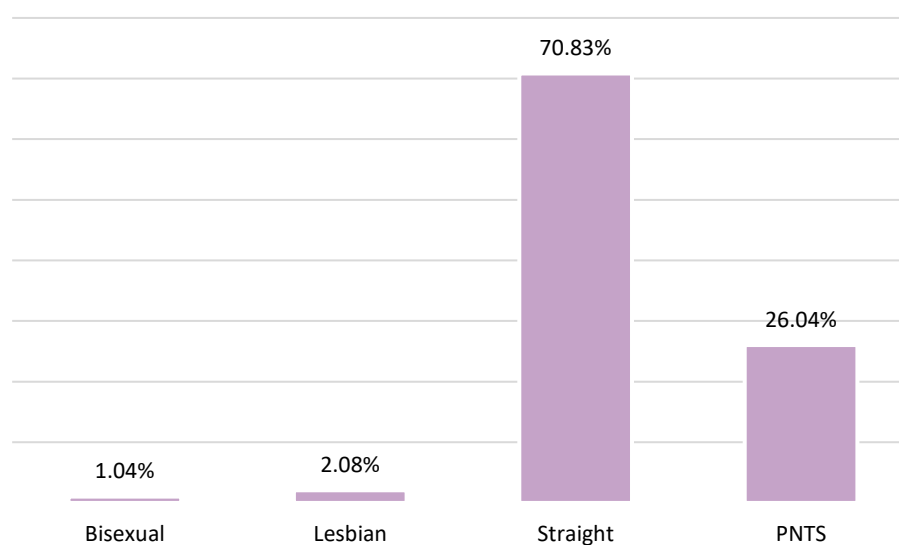
## Sexual Orientation

- **The whole organisation as of 28 February 2022:**



<b>Sexual orientation</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Bisexual	2.26%	1.54%	1.11%
Gay	0.50%	0.77%	0.63%
Lesbian	3.02%	3.34%	2.22%
Heterosexual/straight	71.86%	75.84%	76.83%
Prefer not to say	22.36%	18.51%	19.21%

- **The Royal Blind School as of 28 February 2022:**



<b>Sexual orientation</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Bisexual	1.04%	1.05%	0.78%
Gay	0.00%	0.00%	0.78%
Lesbian	2.08%	4.21%	3.88%
Heterosexual/straight	70.83%	76.84%	79.07%
Prefer not to say	26.04%	17.89%	15.50%

In the following tables figures in brackets represent the 2020-21 statistics.

- **Recruitment**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Sexual orientation</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Bisexual	<b>6.67%</b> (12.50%)	<b>0.00%</b> (0.00%)
Gay	<b>0.00%</b> (0.00%)	<b>0.00%</b> (0.00%)

Lesbian	<b>1.67%</b> (0.00%)	<b>0.00%</b> (0.00%)
Heterosexual/straight	<b>45.00%</b> (66.67%)	<b>27.27%</b> (83.33%)
Prefer not to say	<b>46.67%</b> (20.83%)	<b>72.73%</b> (16.67%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Sexual orientation</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Bisexual	<b>3.73%</b> (4.63%)	<b>5.33%</b> (4.26%)
Gay	<b>1.71%</b> (3.19%)	<b>3.33%</b> (6.38%)
Lesbian	<b>1.81%</b> (2.55%)	<b>3.33%</b> (2.13%)
Heterosexual/straight	<b>85.60%</b> (81.66%)	<b>81.33%</b> (82.98%)
Prefer not to say	<b>5.94%</b> (7.18%)	<b>6.00%</b> (2.13%)

- **Leavers** between 1 April 2021 and 28 February 2022:

<b>Sexual orientation</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Bisexual	<b>1.92%</b> (1.52%)	<b>0.00%</b> (0.00%)
Gay	<b>1.92%</b> (0.38%)	<b>0.00%</b> (2.86%)
Lesbian	<b>3.85%</b> (0.38%)	<b>20.00%</b> (2.86%)
Heterosexual/straight	<b>69.23%</b> (77.95%)	<b>60.00%</b> (85.71%)
Prefer not to say	<b>23.08%</b> (19.77%)	<b>0.00%</b> (8.57%)
Pansexual	<b>0.00%</b> (0.00%)	<b>0.00%</b> (0.00%)
Queer	<b>0.00%</b> (0.00%)	<b>0.00%</b> (0.00%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

<b>Sexual orientation</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Lesbian	<b>0.00%</b> (0.00%)	<b>0.00%</b> (0.00%)
Heterosexual/straight	<b>88.89%</b> (100.00%)	<b>66.67%</b> (100.00%)
Prefer not to say	<b>11.11%</b> (0.00%)	<b>33.33%</b> (0.00%)

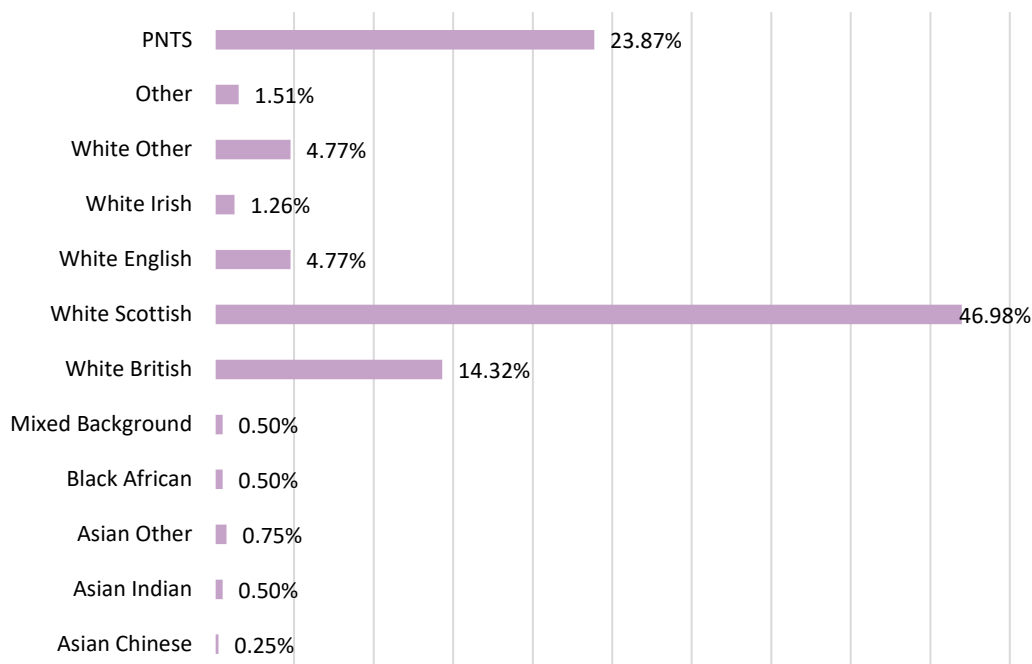
There is still a relatively high proportion of staff who prefer not to declare their sexual orientation, and the proportion has increased from 18.51% in 2021 to 22.36% in 2022. This is likely due to the increase in new employees who prefer not

to disclosure their sexual orientation as this has risen from 20.83% in 2021 to 46.67% in 2021.

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

## Ethnic Origin

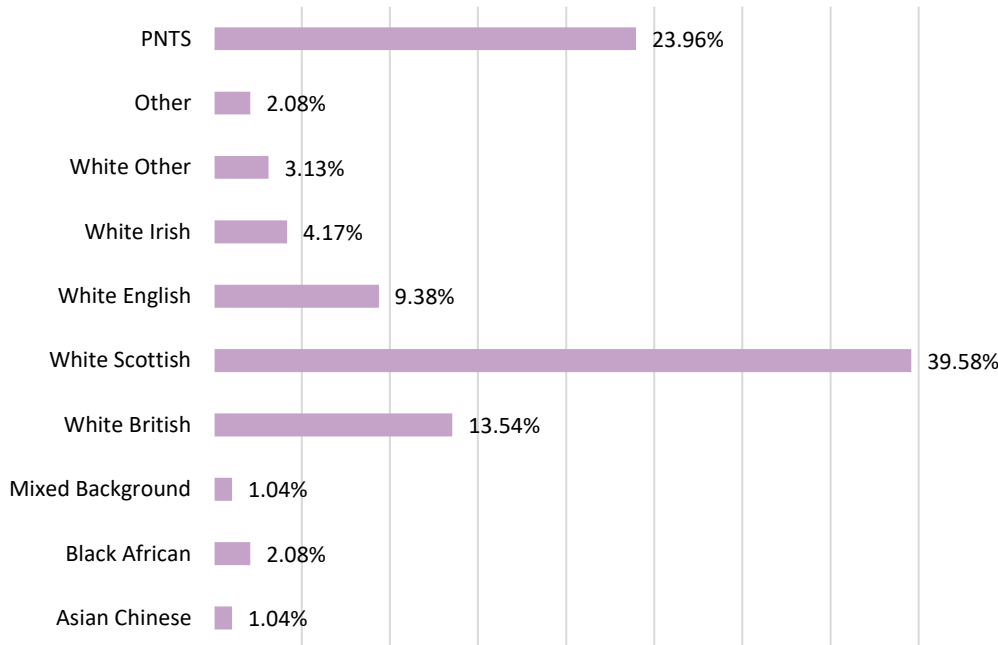
- **The whole organisation as of 28 February 2022:**



Ethnic origin	2022 report	2021 report	2020 report
Asian Chinese	0.25%	0.26%	0.48%
Asian Indian	0.50%	0.51%	0.48%
Asian Pakistan	0.00%	0.00%	0.16%
Asian Other	0.75%	0.77%	0.63%
Black African	0.50%	0.77%	0.63%
Mixed Background	0.50%	0.51%	0.48%
White British	14.32%	18.25%	19.05%
White Scottish	46.98%	53.47%	54.44%
White English	4.77%	5.14%	4.60%
White Irish	1.26%	1.54%	1.43%
White Other	4.77%	5.66%	5.87%

Other	1.51%	2.06%	1.90%
Prefer not to say	23.87%	11.05%	9.84%

- The Royal Blind School as of 28 February 2022:**



<b>Ethnic origin</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Asian Chinese	1.04%	1.05%	0.78%
Black African	2.08%	2.11%	1.55%
Mixed Background	1.04%	1.05%	0.78%
White British	13.54%	12.63%	11.63%
White Scottish	39.58%	48.42%	53.49%
White English	9.38%	9.47%	8.53%
White Irish	4.17%	4.21%	3.88%
White Other	3.13%	4.21%	4.65%
Other	2.08%	4.21%	4.65%
Prefer not to say	23.96%	12.63%	10.08%

In the following tables figures in brackets represent the 2020 - 21 statistics.

- **Recruitment:**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Ethnic origin</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Asian Chinese	<b>0.00%</b> (4.17%)	<b>0.00%</b> (16.67%)
White British	<b>0.00%</b> (37.50%)	<b>0.00%</b> (16.67%)
White Scottish	<b>0.00%</b> (12.50%)	<b>0.00%</b> (0.00%)
White Other	<b>0.00%</b> (4.17%)	<b>0.00%</b> (16.67%)
Other	<b>1.67%</b> (0.00%)	<b>0.00%</b> (0.00%)
Prefer not to say	<b>98.33%</b> (41.67%)	<b>100.00%</b> (50.00%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Ethnic origin</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Asian Chinese	<b>0.81%</b> (0.80%)	<b>3.33%</b> (2.13%)
Asian Indian	<b>1.81%</b> (1.44%)	<b>2.67%</b> (0.00%)
Asian Pakistani	<b>1.21%</b> (0.96%)	<b>0.67%</b> (0.00%)
Asian Other	<b>1.51%</b> (1.12%)	<b>0.67%</b> (0.00%)
Black African	<b>5.84%</b> (2.07%)	<b>6.67%</b> (6.38%)
Black Caribbean	<b>0.30%</b> (0.16%)	<b>1.33%</b> (0.00%)
Mixed Background	<b>1.81%</b> (1.28%)	<b>3.33%</b> (0.00%)
White British	<b>16.01%</b> (25.20%)	<b>12.67%</b> (31.91%)
White Scottish	<b>53.88%</b> (32.70%)	<b>50.00%</b> (21.28%)
White English	<b>2.62%</b> (2.39%)	<b>2.00%</b> (4.26%)
White Irish	<b>1.31%</b> (1.91%)	<b>2.00%</b> (2.13%)
White Welsh	<b>0.20%</b> (0.32%)	<b>0.00%</b> (0.00%)
White Other	<b>9.37%</b> (7.45%)	<b>9.33%</b> (10.00%)
Other	<b>0.81%</b> (0.39%)	<b>2.00%</b> (0.00%)
Prefer not to say	<b>2.52%</b> (1.93%)	<b>3.33%</b> (0.00%)

- **Leavers** between 1 April 2021 and 28 February 2022:

<b>Ethnic origin</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
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Asian Chinese	<b>0.00%</b> (1.14%)	<b>0.00%</b> (2.86%)
Asian Indian	<b>0.00%</b> (0.38%)	<b>0.00%</b> (0.00%)
Asian Pakistan	<b>0.00%</b> (0.38%)	<b>0.00%</b> (0.00%)
Black African	<b>1.92%</b> (0.38%)	<b>0.00%</b> (0.00%)
Mixed Background	<b>0.00%</b> (0.76%)	<b>0.00%</b> (0.00%)
White British	<b>28.85%</b> (21.67%)	<b>0.00%</b> (11.43%)
White Scottish	<b>36.54%</b> (50.57%)	<b>50.00%</b> (51.43%)
White English	<b>1.92%</b> (3.42%)	<b>0.00%</b> (5.71%)
White Irish	<b>1.92%</b> (1.14%)	<b>0.00%</b> (2.86%)
White Other	<b>5.77%</b> (6.08%)	<b>10.00%</b> (8.57%)
Other	<b>5.77%</b> (3.04%)	<b>20.00%</b> (8.57%)
Prefer not to say	<b>17.31%</b> (11.03%)	<b>10.00%</b> (8.57%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

<b>Ethnic origin</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
White British	<b>11.11%</b> (75.00%)	<b>33.33%</b> (100.00%)
White Scottish	<b>66.67%</b> (25.00%)	<b>33.33%</b> (0.00%)
Prefer not to say	<b>22.22%</b> (0.00%)	<b>33.33%</b> (0.00%)

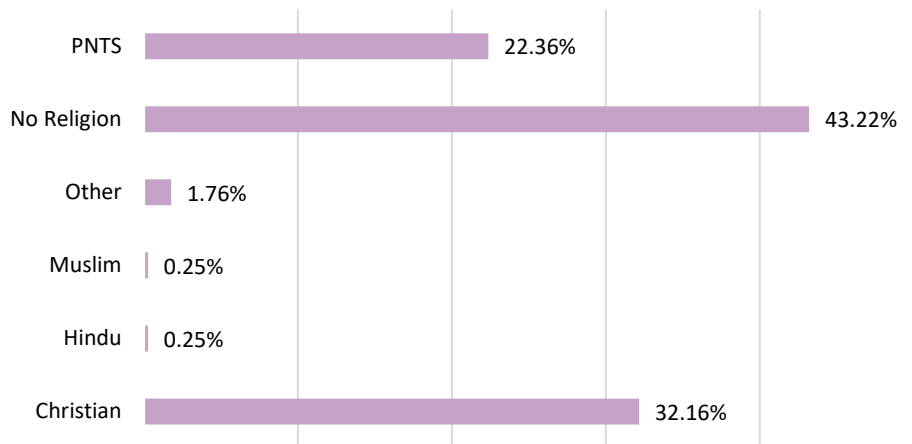
A vast majority of our employees are “White Scottish”, “White British” and “White English” categories, which reflects our location. There is a similar proportion of employees from ethnic minority groups that we employ compared to the 2021 report. There has been an increase in the number of staff who have preferred not to answer this question. This is a result of none of the new employees recruited in 2021/2022 answering this question.

The ethnicity mix within 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.



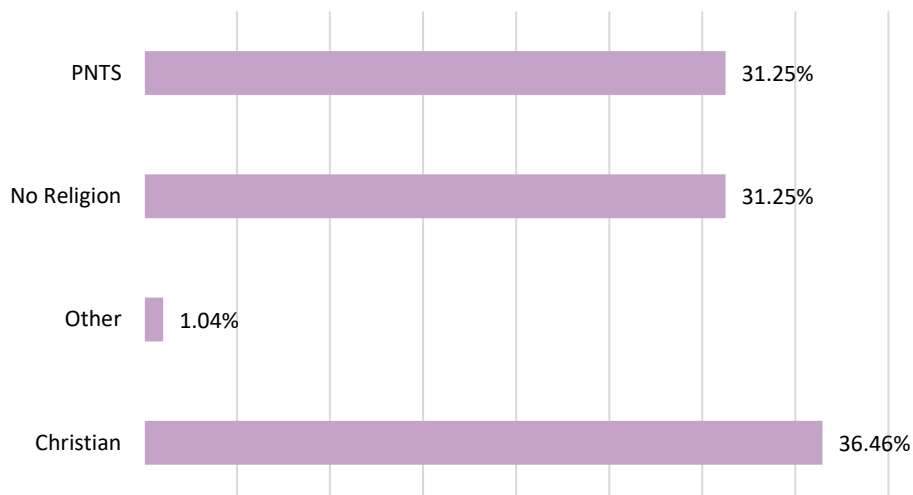
## Religion and Belief

- The whole organisation as of 28 February 2022:**



Religion/belief	2022 report	2021 report	2020 report
Buddhist	0.00%	0.00%	0.32%
Christian	32.16%	36.25%	35.71%
Hindu	0.25%	0.26%	0.48%
Muslim	0.25%	0.26%	0.48%
Other	1.76%	1.80%	1.11%
No Religion	43.22%	43.70%	42.86%
Prefer not to say	22.36%	17.74%	19.04%

- The Royal Blind School as of 28 February 2022:**



<b>Religion/belief</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Buddhist	0.00%	0.00%	0.78%
Christian	36.46%	41.05%	44.19%
Other religion	1.04%	2.11%	0.78%
No religion	31.25%	34.74%	34.11%
Prefer not to say	31.25%	22.11%	20.16%

In the following tables figures in brackets represent the 2020 - 2021 statistics.

- **Recruitment:**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Religion/belief</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Christian	<b>16.67%</b> (33.33%)	<b>0.00%</b> (33.33%)
Muslim	<b>1.67%</b> (0.00%)	<b>0.00%</b> (0.00%)
Other religion	<b>3.33%</b> (4.17%)	<b>0.00%</b> (16.67%)
No religion	<b>35.00%</b> (33.33%)	<b>27.27%</b> (16.67%)
Prefer not to say	<b>43.33%</b> (29.17%)	<b>72.73%</b> (33.33%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Religion/belief</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Buddhist	<b>0.40%</b> (0.00%)	<b>0.67%</b> (0.00%)
Christian	<b>32.23%</b> (33.33%)	<b>32.67%</b> (33.33%)
Hindu	<b>0.40%</b> (0.00%)	<b>0.00%</b> (0.00%)
Jewish	<b>0.10%</b> (0.00%)	<b>0.00%</b> (0.00%)
Muslim	<b>2.72%</b> (0.00%)	<b>0.67%</b> (0.00%)
Sikh	<b>0.20%</b> (0.00%)	<b>0.67%</b> (0.00%)
Other religion	<b>8.06%</b> (4.17%)	<b>8.00%</b> (16.67%)
No religion	<b>48.04%</b> (33.33%)	<b>49.33%</b> (16.67%)
Prefer not to say	<b>7.85%</b> (29.17%)	<b>8.00%</b> (33.33%)

- **Leavers** between 1 April 2021 and 28 February 2022:

<b>Religion/belief</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Buddhist	<b>0.00%</b> (0.38%)	<b>0.00%</b> (2.86%)
Christian	<b>48.08%</b> (34.22%)	<b>20.00%</b> (48.57%)

Hindu	<b>0.00%</b> (0.76%)	<b>0.00%</b> (0.00%)
Muslim	<b>1.92%</b> (0.76%)	<b>0.00%</b> (0.00%)
Other religion	<b>3.85%</b> (0.38%)	<b>10.00%</b> (0.00%)
No religion	<b>34.62%</b> (41.83%)	<b>60.00%</b> (31.43%)
Prefer not to say	<b>11.54%</b> (21.67%)	<b>10.00%</b> (17.14%)

**Employees promoted internally** between 1 April 2021 and 28 February 2022:

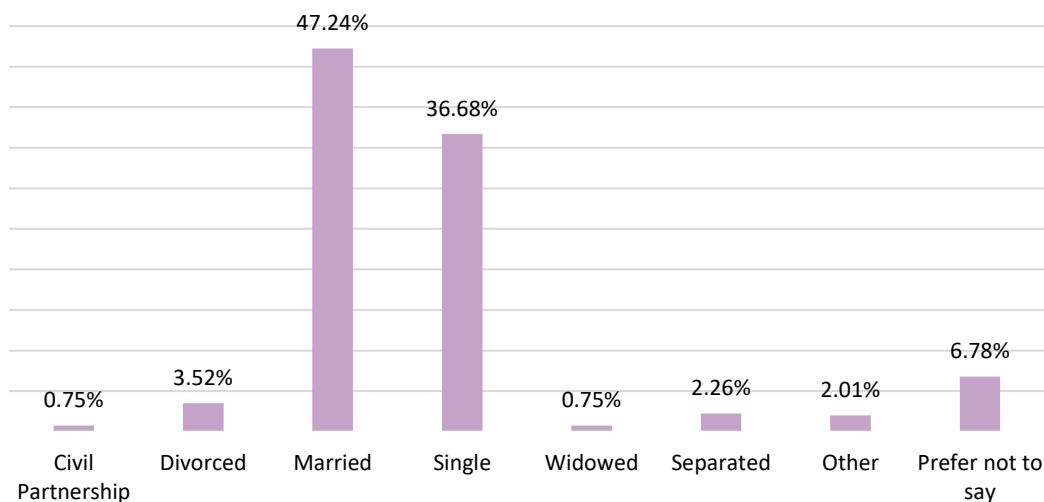
<b>Religion/belief</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Christian	<b>33.33%</b> (0.00%)	<b>0.00%</b> (0.00%)
No religion	<b>55.56%</b> (100.00%)	<b>66.67%</b> (100.00%)
Prefer not to say	<b>11.11%</b> (0.00%)	<b>33.33%</b> (0.00%)

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 2021 report.

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**

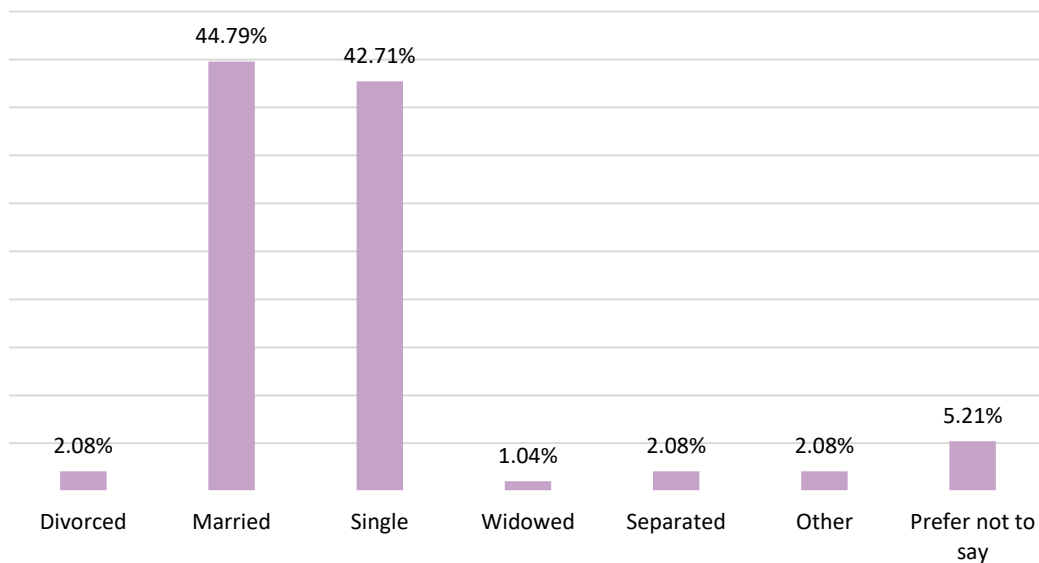
• **The whole organisation as of 28 February 2022:**



<b>Status</b>	<b>2022 report</b>	<b>2021 report</b>	<b>2020 report</b>
Civil Partnership	0.75%	1.03%	2.70%
Divorced	3.52%	2.83%	4.60%

Married	47.24%	48.56%	45.56%
Single	36.68%	38.82%	38.57%
Widowed	0.75%	1.03%	1.27%
Separated	2.26%	1.54%	1.27%
Other	2.01%	1.54%	-
Prefer not to say	6.78%	4.63%	6.03%

- **The Royal Blind School as of 28 February 2022:**



Status	2022 report	2021 report	2020 report
Civil Partnership	0.00%	0.00%	0.78%
Divorced	2.08%	3.16%	2.33%
Married	44.79%	46.32%	51.16%
Single	42.71%	43.16%	39.53%
Widowed	1.04%	1.05%	0.78%
Separated	2.08%	1.05%	0.78%
Other	2.08%	2.11%	-
Prefer not to say	5.21%	3.16%	4.65%

In the following tables figures in brackets represent the 2021 - 22 statistics.

- **Recruitment**

**New employees** appointed between 1 April 2021 and 28 February 2022:

<b>Marriage/civil partnership status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Divorced	<b>8.33%</b> (4.17%)	<b>0.00%</b> (16.67%)
Married	<b>30.00%</b> (50.00%)	<b>18.18%</b> (33.33%)
Single	<b>33.33%</b> (37.50%)	<b>54.55%</b> (33.33%)
Separated	<b>3.33%</b> (0.00%)	<b>9.09%</b> (0.00%)
Other	<b>3.33%</b> (4.17%)	<b>0.00%</b> (16.67%)
Prefer not to say	<b>21.67%</b> (4.17%)	<b>18.18%</b> (0.00%)

**Job applicants** between 1 April 2021 and 28 February 2022:

<b>Marriage/civil partnership status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Civil Partnership	<b>5.64%</b> (3.19%)	<b>6.00%</b> (10.64%)
Divorced	<b>4.93%</b> (3.35%)	<b>6.00%</b> (0.00%)
Married	<b>35.35%</b> (23.29%)	<b>30.67%</b> (23.40%)
Single	<b>45.22%</b> (59.49%)	<b>51.33%</b> (57.45%)
Widowed	<b>1.51%</b> (0.16%)	<b>0.00%</b> (2.13%)
Separated	<b>1.51%</b> (1.91%)	<b>2.00%</b> (2.13%)
Prefer not to say	<b>5.84%</b> (8.61%)	<b>4.00%</b> (4.26%)

- **Leavers** between 1 April 2021 and 28 February 2022:

<b>Marriage/civil partnership status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Civil Partnership	<b>1.92%</b> (4.56%)	<b>0.00%</b> (2.86%)
Divorced	<b>3.85%</b> (6.84%)	<b>10.00%</b> (2.86%)
Married	<b>38.46%</b> (42.59%)	<b>20.00%</b> (60.00%)
Single	<b>44.23%</b> (36.88%)	<b>60.00%</b> (31.43%)
Widowed	<b>1.92%</b> (1.52%)	<b>0.00%</b> (0.00%)

Separated	<b>0.00%</b> (1.14%)	<b>0.00%</b> (0.00%)
Other	<b>0.00%</b> (0.76%)	<b>0.00%</b> (2.86)
Prefer not to say	<b>9.62%</b> (5.70%)	<b>10.00%</b> (0.00%)

- **Employees promoted internally** between 1 April 2021 and 28 February 2022:

<b>Marriage/civil partnership status</b>	<b>The whole organisation</b>	<b>The Royal Blind School</b>
Married	<b>33.33%</b> (25.00%)	<b>33.33%</b> (0.00%)
Single	<b>44.44%</b> (50.00%)	<b>33.33%</b> (0.00%)
Widowed	<b>0.00%</b> (25.00%)	<b>0.00%</b> (100.00%)
Prefer not to say	<b>22.22%</b> (0.00%)	<b>33.33%</b> (0.00%)

A vast majority of our staff are either 'Married' or 'Single'. These proportions are similar to the figures presented in our 2021 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 with the continued support of our colleague equality, diversity and inclusion forum.

The next full Equality Status Report will be published in April 2023. The report will include the following elements:

- Mainstreaming the equality duty
- Employee information
- Gender pay gap information
- Progress towards achieving our equality outcomes.