

This is an information request relating to Equality, diversity and Inclusion roles

Please include the following information for each of the following financial years; 2020-21, 2021-22, 2022-23:

1) Total number of EDI staff employed for each financial year

Whilst we do not have any staff directly employed in EDI roles, we do have roles that have EDI responsibilities incorporated within their roles including:

0.4 FTE Policy and Strategy Manager
0.5 FTE Business Partner
1.0 FTE Assistant Business Partner
1.0 FTE Engagement and Inclusion Officer
1.0 FTE Team Manager Pupil Inclusion
1.0 FTE Pupil Inclusion Assistant
1.0 FTE Service Manager – Inclusion
2.0 FTE Online Services and Inclusion Officer
0.2FTE Service Lead – Virtual School Head and Inclusion

2) A breakdown of the staff employed including:
a. The job titles
b. The pay band associated with each role

See attached table for job titles and pay bands

As at 31.03.2021

Position	FTE	Grade	Salary Banding
Engagement and Inclusion Officer	1	Grade 8	£29,577 - £33,782
Pupil Inclusion Assistant	1	Grade 6	£23,080 - £25,991
Team Manager Pupil Inclusion	1	Grade 10	£37,890 - £41,881
Service Manager - Inclusion	1	Grade 14	£53,297 - £57,176
Policy and Strategy Manager	0.4	Grade 10	£37,890 - £41,881
Customer Services Lead Officer Digital Inclusion*	1	Grade 7	£25,991 - £29,577
Business Partner	0.5	Grade 10	£37,890 - £41,881
Assistant Business Partner	1	Grade 8	£29,577 - £33,782

As at 31.03.2022

Position	FTE	Grade	Salary Banding
Engagement and Inclusion Officer	1	Grade 8	£30,095 - £34,373
Pupil Inclusion Assistant	1	Grade 6	£23,484 - £26,446
Team Manager Pupil Inclusion	1	Grade 10	£38,553 - £42,614
Service Manager - Inclusion	1	Grade 14	£54,230 - £58,177
Policy and Strategy Manager	0.4	Grade 10	£38,553 - £42,614
Service Lead - Virtual School Head and Inclusion	1	Grade 16	£61,750 - £65,530
Online Services and Inclusion Officer	1	Grade 7	£26,446 - £30,095
Business Partner	0.5	Grade 10	£38,553 - £42,614
Assistant Business Partner	1	Grade 8	£30,095 - £34,373

As at 31.03.2023

Position	FTE	Grade	Salary Banding
Engagement and Inclusion Officer	1	Grade 8	£32,020 - £36,298
Pupil Inclusion Assistant	1	Grade 6	£25,409 - £28,371
Team Manager Pupil Inclusion	1	Grade 10	£40,478 - £44,539
Service Manager - Inclusion	1	Grade 14	£56,155 - £60,102
Policy and Strategy Manager	0.4	Grade 10	£40,478 - £44,539
Service Lead - Virtual School Head and Inclusion	1	Grade 16	£63,675 - £67,455
Online Services and Inclusion Officer	1	Grade 7	£28,371 - £32,020
Inclusion Manager	1	Grade 9	£35,411 - £40,478
Business Partner	0.5	Grade 10	£40,478 - £44,539
Assistant Business Partner	1	Grade 8	£32,020 - £36,298

* change of title post 2021