

School name: Oxford Spires Academy

This document sets out equality information and objectives in relation to employees and should be read in conjunction with the Anthem Whole-School Equality policy.

Links to other policies and documents:

- Gender Pay Gap Report
- Dignity at Work Policy (anti-bullying and harassment policy)
- Code of Conduct

Statistical data

Reporting period: September 2024 to August 2025

Data published: Sept 2025

Review date: Sept 2026

Age distribution (headcount)						
Age	Male		Female		Other	
	Full time	Part time	Full time	Part time	Full time	Part time
Below 20	0	0	0	0	0	0
20-29	6	1	16	3	1	0
30-39	10	1	26	18	0	0
40-49	5	1	12	15	0	0
50-59	5	2	8	13	0	0
60-69	1	3	5	4	0	0
70-79	0	0	0	1	0	0

Ethnicity distribution (headcount)				
White	Black	Asian	Mixed race	Other
111	8	15	2	21

Disability distribution (headcount)		
Disability	No disability	Not known
		157