

EQUALITY & DIVERSITY REPORT

EDI BOARD
NOVEMBER 2016

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Introduction

'Putting our students and their success at the heart of what we do' is our vision and we are committed to achieving this through embracing diversity in every aspect of what we do.

Our Equality & Diversity Policy demonstrates that we are committed to an inclusive approach to the delivery of education and training and this includes how staff are employed throughout their entire employment cycle.

Our employment policies and procedures are all created and reviewed in-line with the Equality Act 2010 to give added protection to those who fall into any of the categories of 'protected characteristics'.

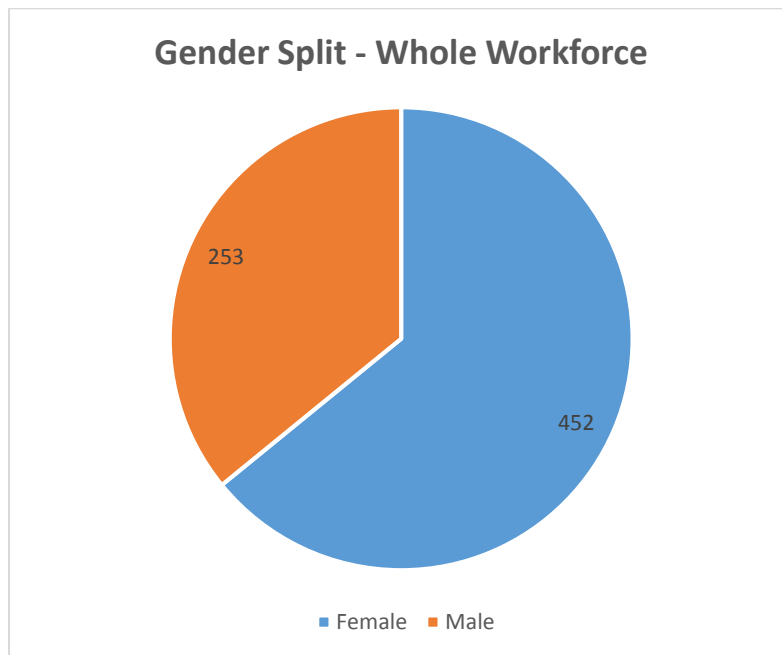
Our Character Strengths (below) include those of respect, ownership and self-control which further demonstrate our focus on ensuring that everyone is treated equally and appropriately. We expect our staff to live and breathe these character strengths and they have been a focus of recent PD sessions to ensure they are fully embedded.

Resilience	To rise above the difficulties and achieve – to be knocked down and get up again
Curiosity	To want to find out more or learn more about something
Optimism	To look on the positive side of events and situations and expect the best or something or someone
Ambition	A strong desire to do or achieve something
Ownership	To take responsibility and control of something
Self-Control	To be able to control your emotions and behaviour when pushed or under pressure
Respect	To show positive feelings of admiration for another person or group that you believe has good ideas or qualities
Confidence	Being certain of your abilities

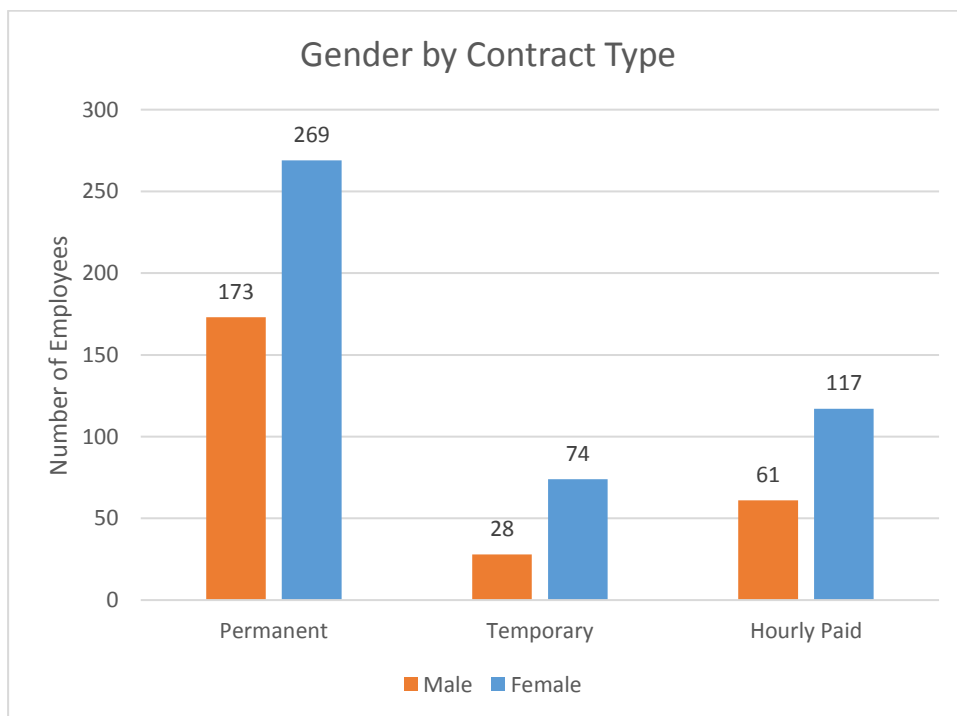
This report outlines summary data which should be of interest to the EDI Board in their role of ensuring equality for all at the College. It is intended that further information will be available in future reports once increased data has been recorded over a sustained period.

Gender Demographics

Our workforce across the College is predominantly female with 64% of our roles undertaken by women.

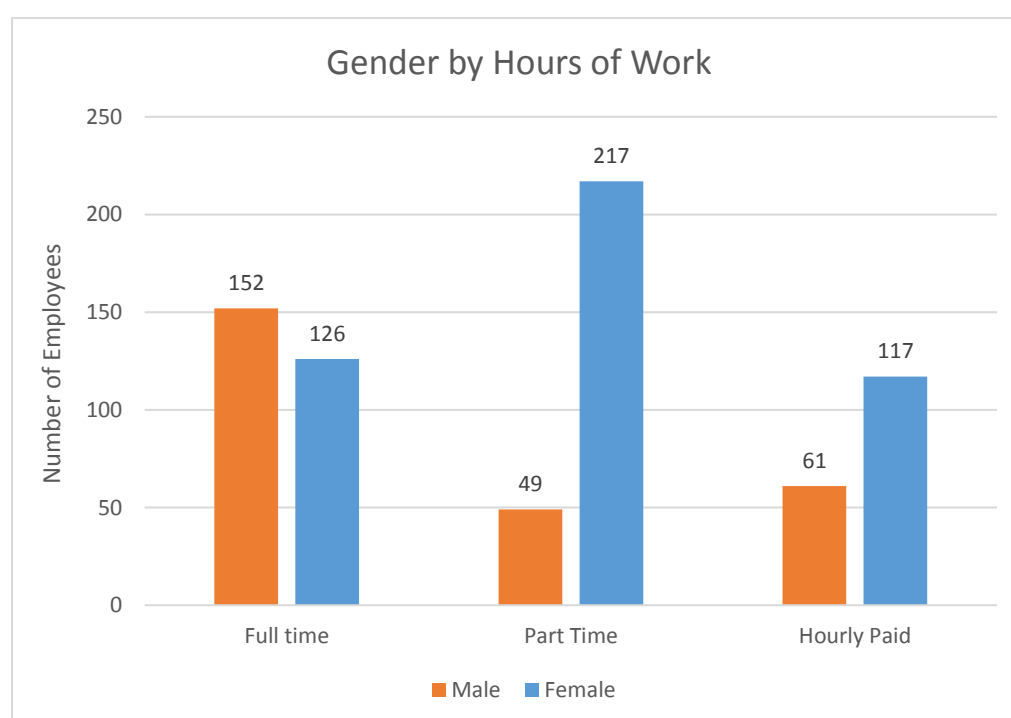


The graph below demonstrates that the split of contract types is wholly proportionate to the percentage gender split of the workforce.



The graph below shows a markedly high proportion (81.5%) of our part-time roles being undertaken by women. The September 2016 UK Labour Market statistical report shows that 61% of women in UK employment work part-time and 39% work full time. Information suggests that despite changes to legislation such as the introduction of Shared Parental Leave to encourage greater equality in terms of child care responsibilities, women are still more likely to opt to work part-time than men. We are proud to demonstrate our flexible approach to offering part-time hours to suit both our students and our employees' needs.

Our external vacancy adverts are placed in a number of generalist locations to ensure that no bias is given to one area of the protected characteristics, and selection will always be based on the candidate most suitable for the role, gender is not a selection criteria.



Gender Pay Comparison

An exercise is currently underway to examine the current salary differences between our male and female employees.

This exercise is complex in terms of analysis not only on the data itself but the context and circumstances surrounding the various roles we have within the College.

The latest government gender pay data (April 2015) shows that across the UK the difference between male and female full-time employees is 9.4% so this is an issue which is being addressed nationally

The College is committed to ensuring that no unfair practices are taking place, even unintentionally. The proposal to address this will be for HR to provide SMT members with detailed data regarding their teams and salaries will be scrutinised to ensure that

any differences are for legitimate and fair reasons. Fair reasons may include that in Business Support departments there are more part-time opportunities in administrative roles due to the nature of the work and part-time roles are still currently more likely to attract female applicants which increases the number of female staff in these lower paid roles. Should any discrepancies be found where the difference is not deemed to be fair, action will be taken to remedy this as soon as possible. HR will also scrutinise the recruitment process to ensure no unconscious bias is taking place.

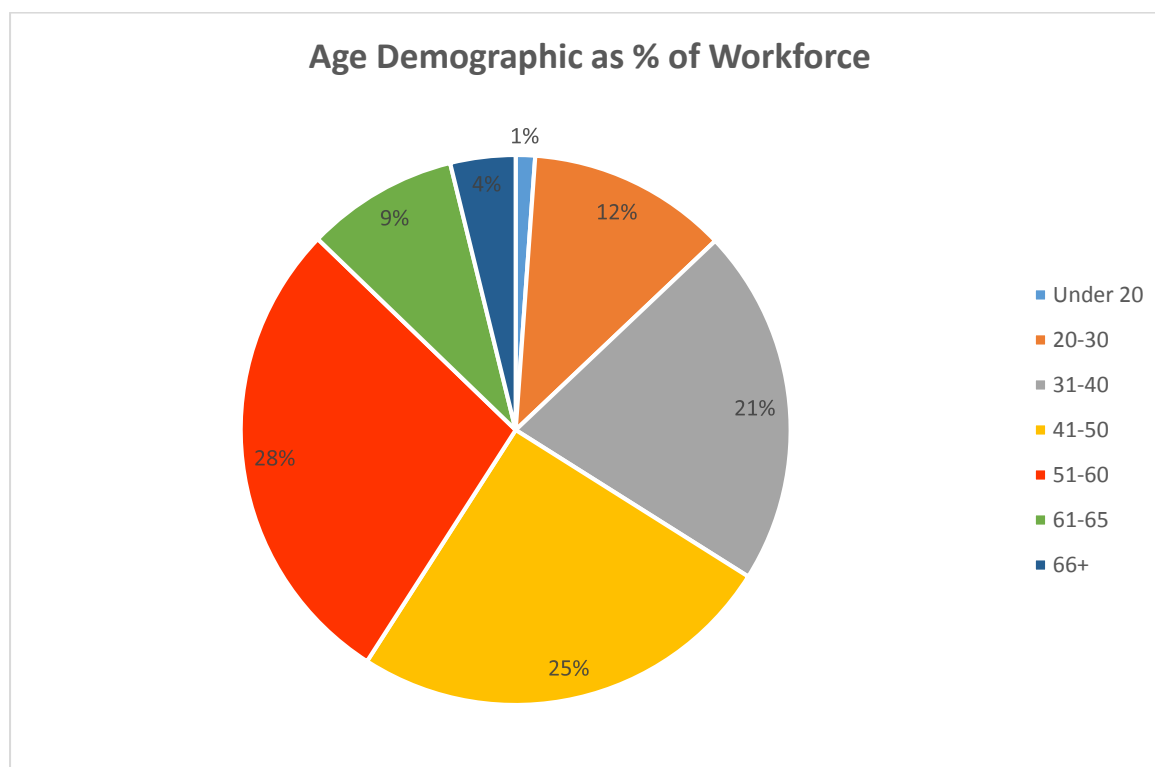
Once this full context is available it will be provided to the EDI Committee for discussion along with any action plans to address any discrepancies.

Age Demographics

As the chart below shows, our workforce is fairly evenly split from 20 years old through to 65 years. This age diversity is a clear asset to the College with different generations of employee bringing different experience and perspectives. It also demonstrates that we are not unconsciously discriminating against any age of employee or candidate.

Bearing this information in mind, it is key for us to ensure we recognise and embrace the different approaches and motivating factors which these different generations would expect at work.

It should be noted that while we are embracing a diverse age demographic, we must also recognise that in some areas we have an aging workforce. In view of this, a proactive approach of succession planning is being undertaken by SMT to ensure we have a talented workforce in the pipeline to continue the great work of our staff and avoid disruption or impact on our students, as and when they indicate they plan to retire.



Ethnic Origin Demographics

The table below shows that the College’s ethnic demographic is heavily weighted to ‘White British’ at 74% of our workforce. This is not unexpected given the local area ethnicity demographics which impact the local workforce from which we recruit many of our employees.

It should be noted that the Labour Market Status annual data (2015) showed that in the UK, 91% of those employed in the Education Sector are white and that this figure has been consistent for a number of years.

Data will be collated and reported from the recruitment process to determine the percentage of applications we receive which are from ethnic categories other than ‘white British’. This data will enable us to understand which roles we are most successful in attracting applicants with other ethnic backgrounds and help us to try to further appeal to the widest candidate audience possible.

In addition we are starting to advertise for hard-to-fill roles from Europe which should increase our diversity demographics.

