

**Information relating to protected characteristics of employees for publication in accordance with the public sector Equality Duty  
Worcester Sixth Form College**

**Employee data as at 1<sup>st</sup> January 2020**

The information provided relates to the protected characteristics of employees and prospective employees, where these are known, and the data is published in accordance with the public sector Equality Duty.

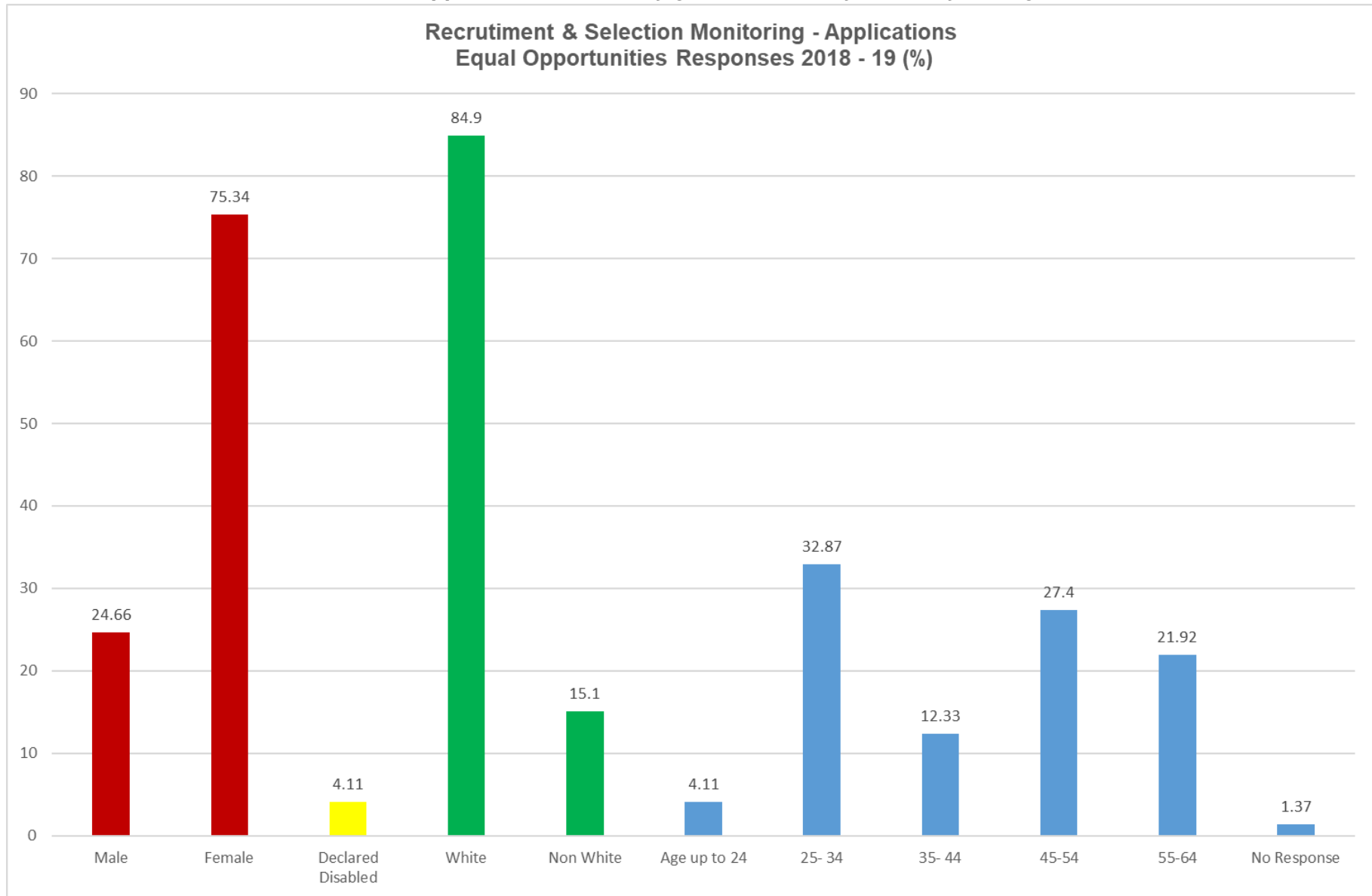
The staffing levels do not include workers with casual contracts, those on maternity leave or with variable hours contracts where no hours are allocated as at 1<sup>st</sup> January.

Data from the March 2011 census is available for Worcestershire in a document published by the Worcestershire Public Health Intelligence Team: Worcestershire Demographic Overview 2013 (revised February 2013). Statistics referred to below as 'Worcestershire' are taken from this document.

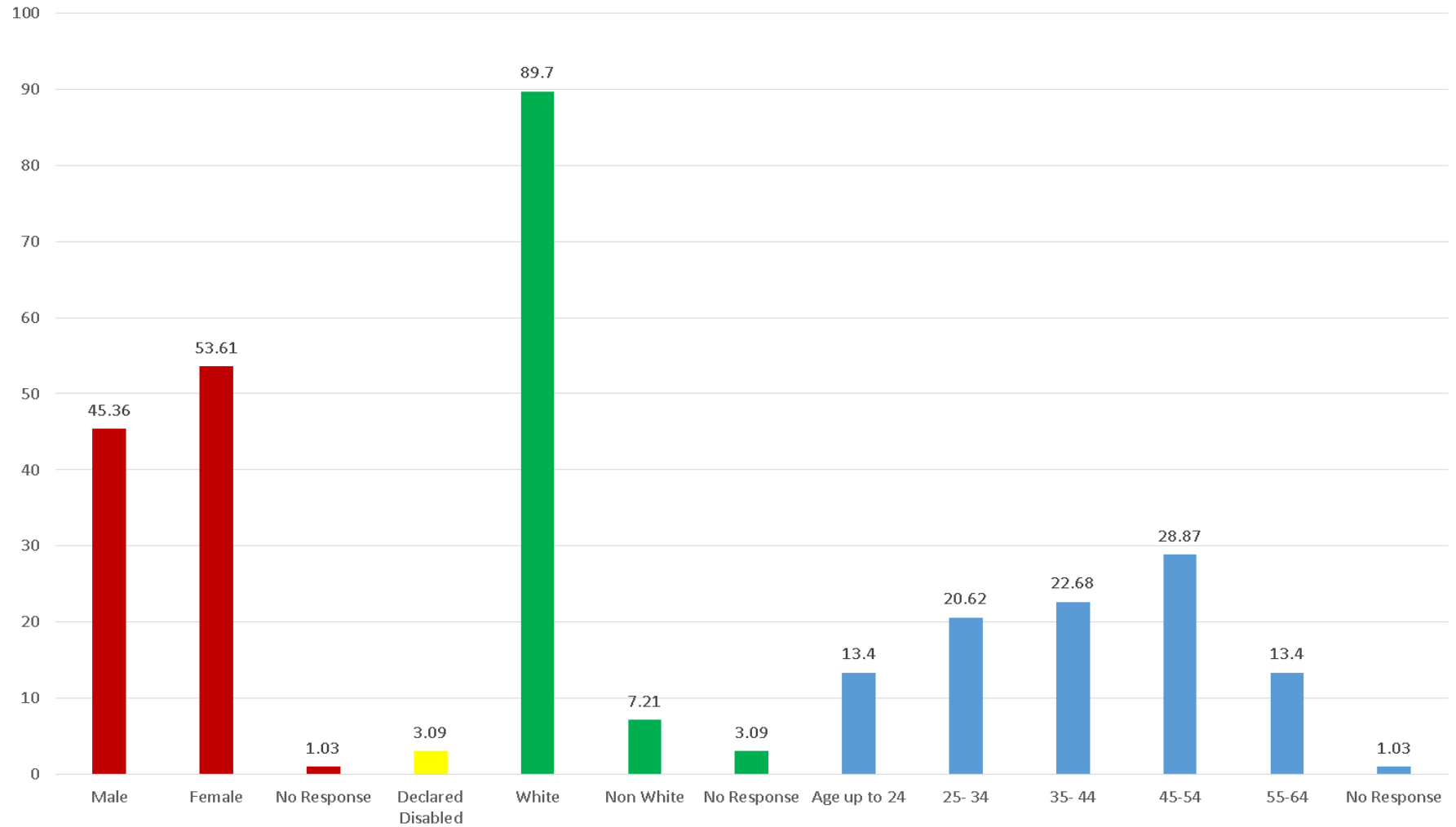
| <b>Numbers of staff and FTEs* with contractual hours on 1st January 2019 and 2020 by mode and gender</b> |            |            |            |             |            |              |             |                  |             |             |             |
|--|------------|------------|------------|-------------|------------|--------------|-------------|------------------|-------------|-------------|-------------|
| Mode   | Gender     | Numbers    |            |             | FTEs       |              |             | Distribution (%) |             |             |             |
|  |            | 18/19      | 19/20      | % change    | 18/19      | 19/20        | % change    | 18/19            |             | 19/20       |             |
|  |            |            |            |             |            |              |             | Numbers          | FTEs        | Numbers     | FTEs        |
| <b>Full-time</b>   | Female     | 24         | 20         | -16.7       | 24         | 20.0         | -16.7       | 46%              | 46%         | 40%         | 40%         |
|  | Male       | 28         | 30         | 7.1         | 28         | 30.0         | 7.1         | 54%              | 54%         | 60%         | 60%         |
|  | <b>All</b> | <b>52</b>  | <b>50</b>  | <b>-3.8</b> | <b>52</b>  | <b>50.0</b>  | <b>-3.8</b> | <b>100%</b>      | <b>100%</b> | <b>100%</b> | <b>100%</b> |
| <b>Part-time</b>   | Female     | 78         | 82         | 5.1         | 42.7       | 48.3         | 13.0        | 74%              | 75%         | 76%         | 77%         |
|  | Male       | 28         | 26         | -7.1        | 14.3       | 14.3         | 0.0         | 26%              | 25%         | 24%         | 23%         |
|  | <b>All</b> | <b>106</b> | <b>108</b> | <b>1.9</b>  | <b>57</b>  | <b>62.6</b>  | <b>9.8</b>  | <b>100%</b>      | <b>100%</b> | <b>100%</b> | <b>100%</b> |
| <b>Total</b>   | Female     | 102        | 102        | 0.0         | 66.7       | 68.3         | 2.4         | 65%              | 61%         | 65%         | 61%         |
|  | Male       | 56         | 56         | 0.0         | 42.3       | 44.3         | 4.7         | 35%              | 39%         | 35%         | 39%         |
|  | <b>All</b> | <b>158</b> | <b>158</b> | <b>0.0</b>  | <b>109</b> | <b>112.6</b> | <b>3.3</b>  | <b>100%</b>      | <b>100%</b> | <b>100%</b> | <b>100%</b> |

\*All FTEs refer to member of staff's main job only

**Staff Recruitment & Selection Monitoring**  
**Applications 2018-19 by gender, disability, ethnicity and age**

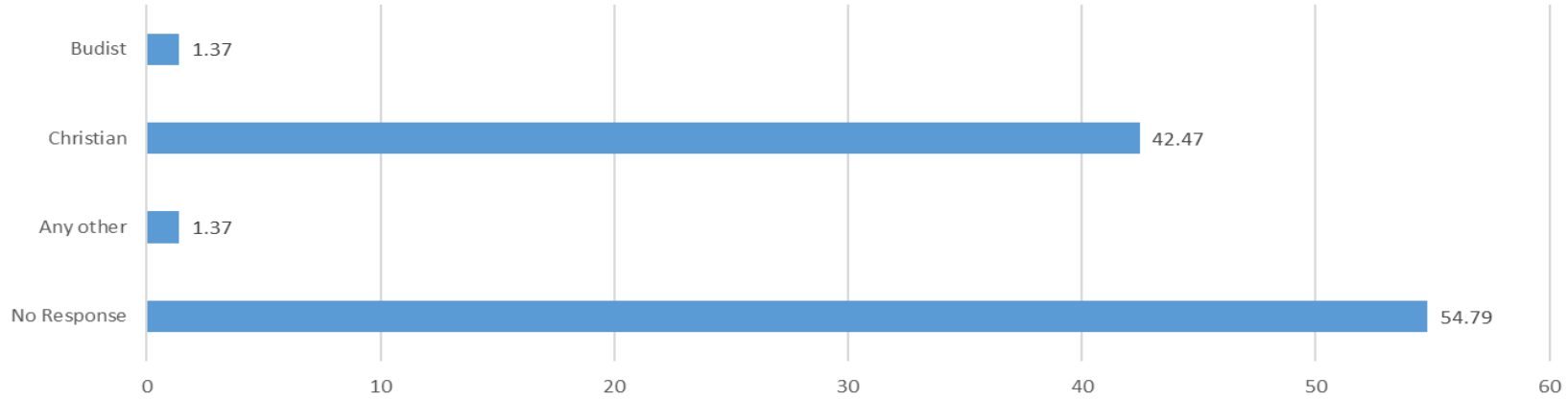


### Recruitment & Selection Monitoring - Applications Equal Opportunities Responses 2017 - 18 (%)

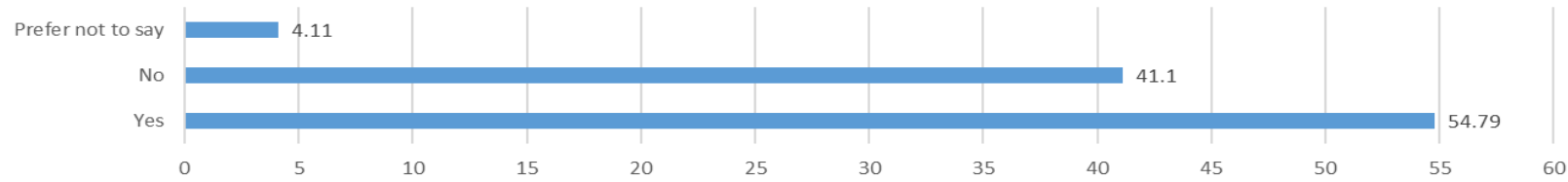


## Applications 2018-19 by religion and marital status

Religion (%)

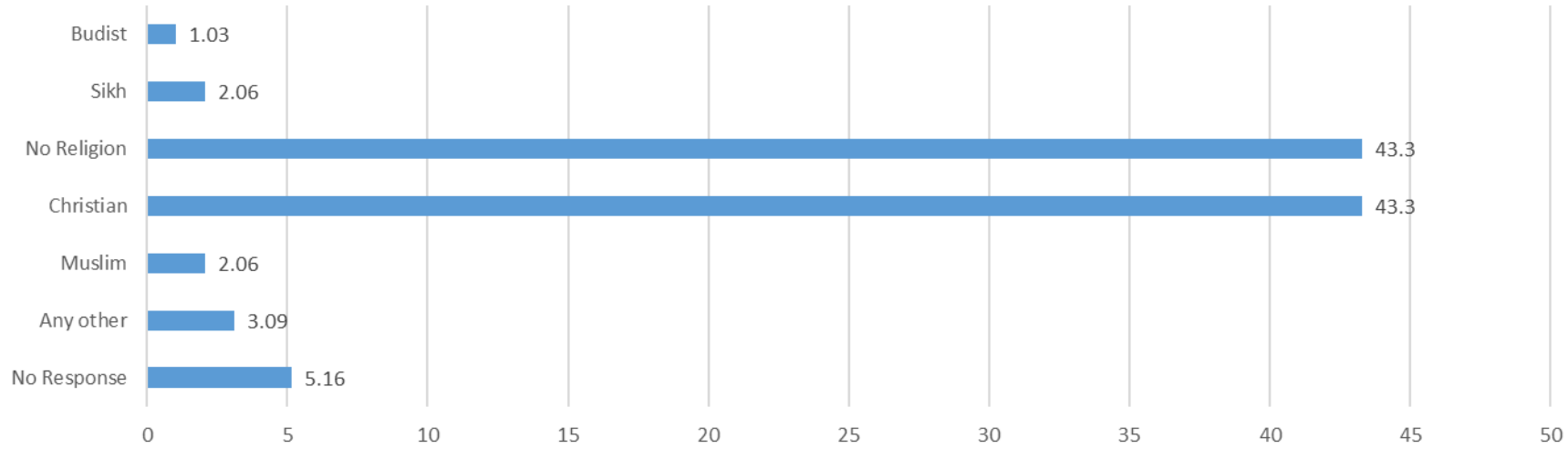


Married or in a Civil Partnership (%)

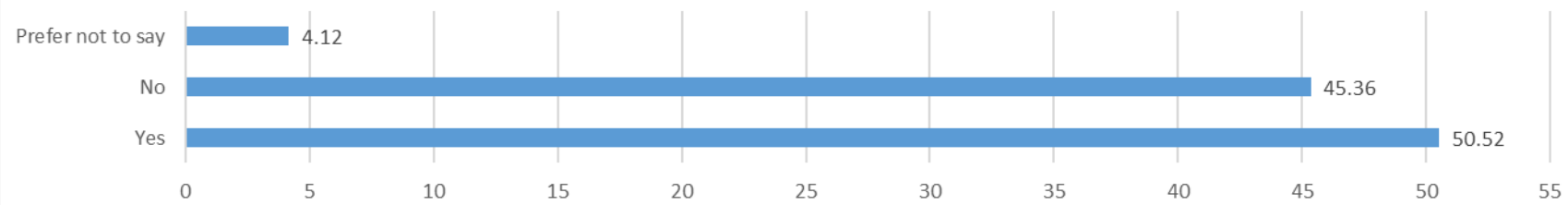


## Applications 2017-18 by religion and marital status

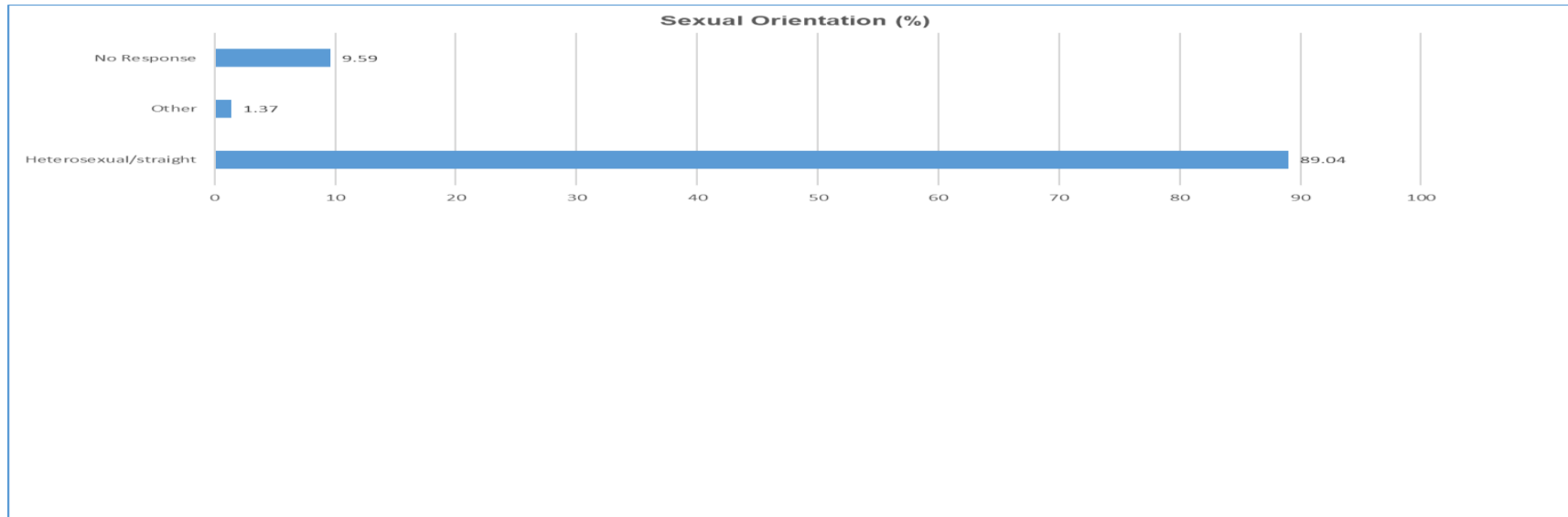
### Religion (%)



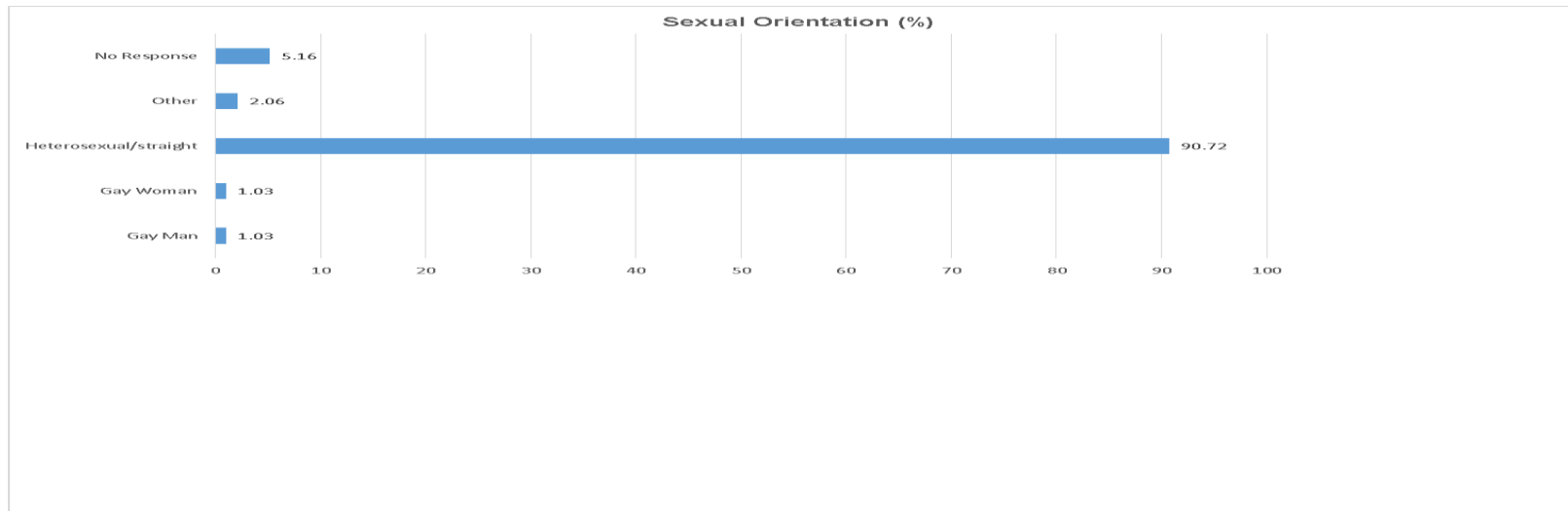
### Married or in a Civil Partnership (%)



## Applications 2018-19 by sexual orientation



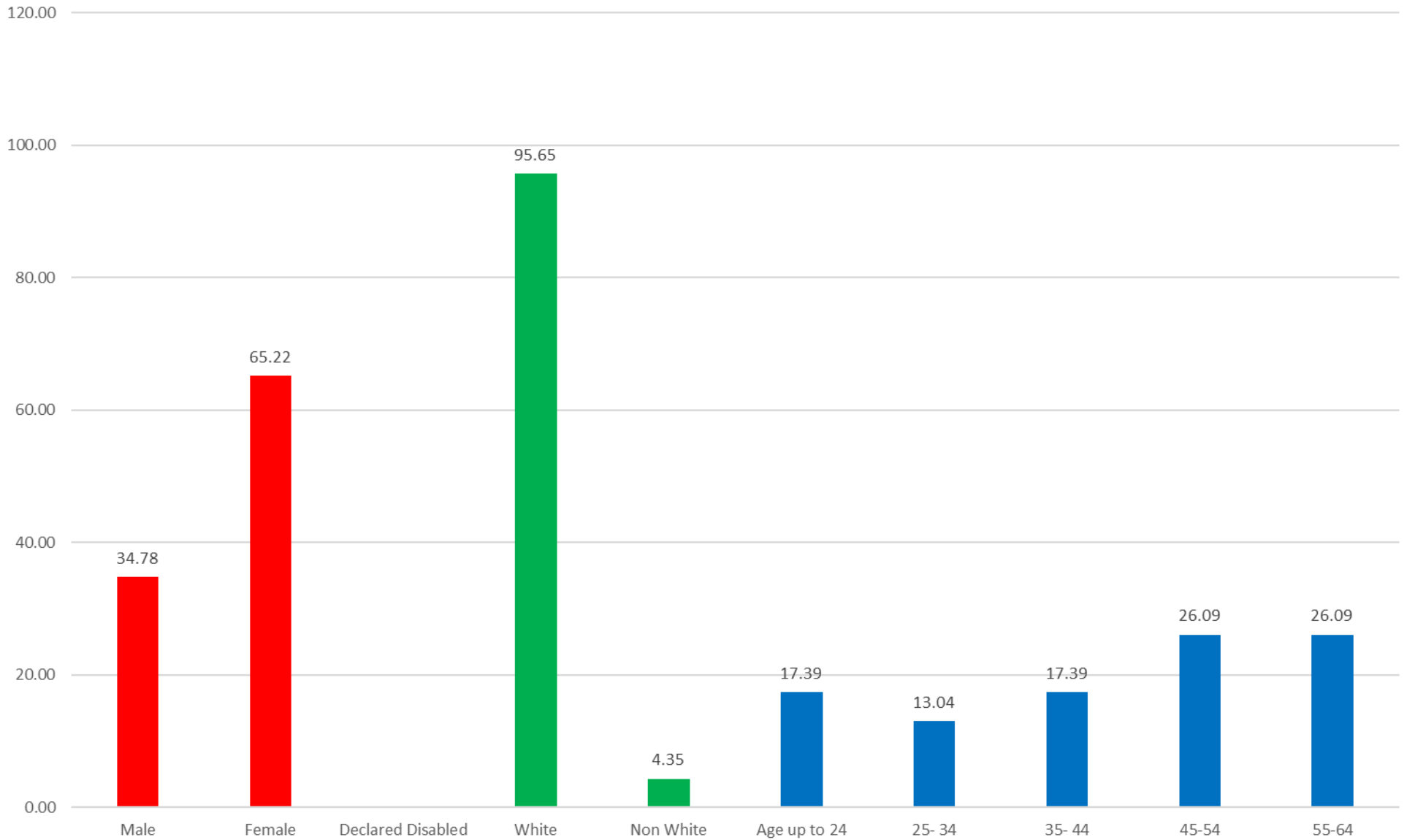
## Applications 2017-18 by sexual orientation



## Applications for 2018-19

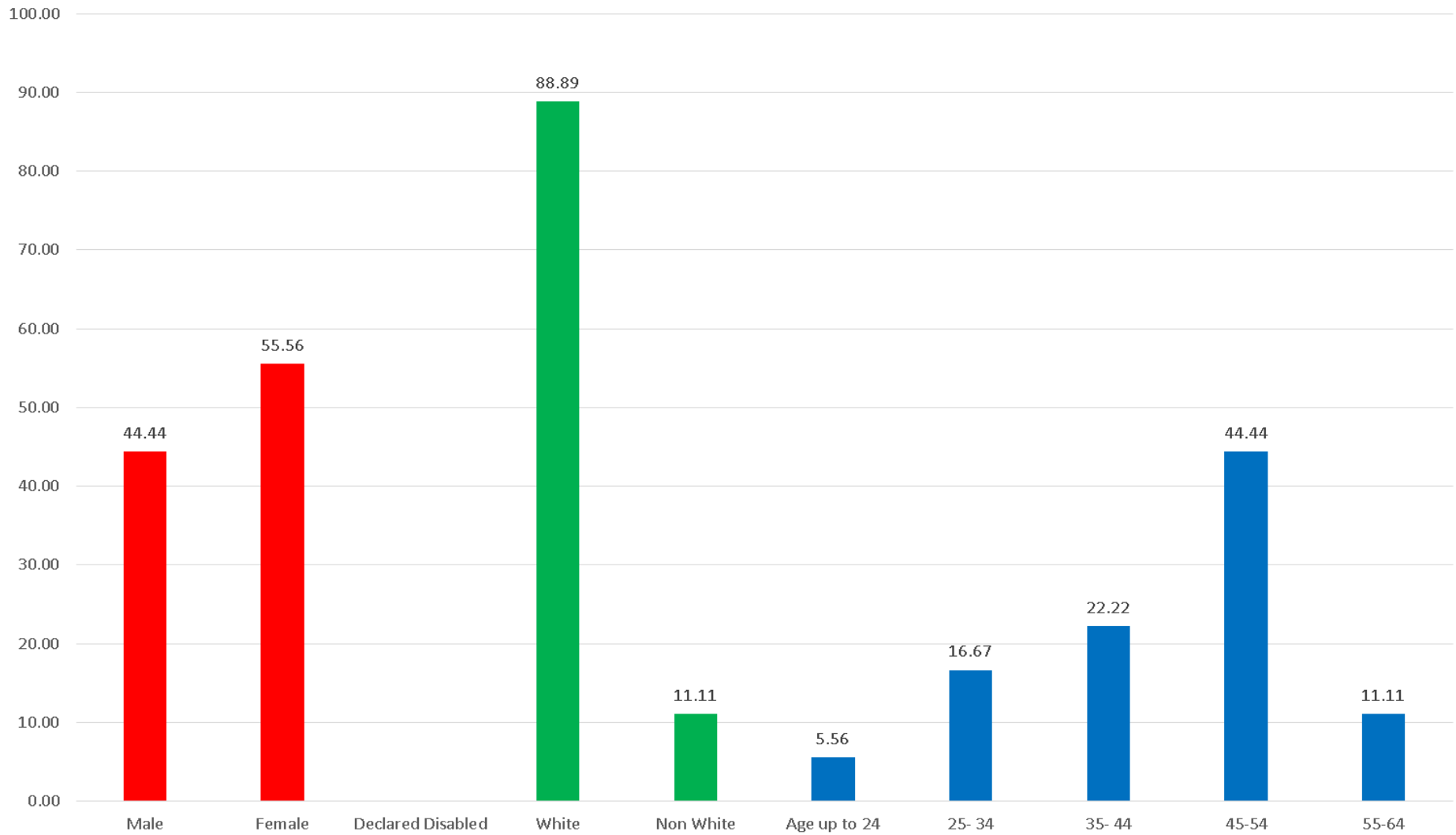
- Gender proportion of female applicants was 75.34% an increase of 20% from last year and more than the proportion of female employees as at Jan 19 & Jan 20 (65% for both years)
- Age the age group 25-34 had the greatest proportion of applicants, 32.87%. This has changed from last year where the highest proportion was in the 45-54 age group. The 45-54 age group remains the highest proportion of employees as at Jan 19 & Jan 20 (41% & 36%)
- Disability applicants who declared themselves as having a disability 4.11% - lower than employees (5.5% Jan 20 % 7.5 Jan 19)
- Ethnicity non-white applicants were 4.35%, lower than the year before (7.21%), although higher than employees(1% Jan 20 & 2% Jan 19)
- Religion greatest proportion of applicants were no religion 54.79%, although employees, Spring 19 Christian was the greatest with 47% (see charts below)
- Marital status greatest proportion of applicants were Married at 54.79% also the greatest proportion for employees at 56% (Spring 19)
- Sexual Orientation greatest proportion of applicants 'Heterosexual /Straight' 89.04%, also the greatest proportion for employees at 82% (Spring 19)

### Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2018-2019 (%)





### Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2017-2018 (%)



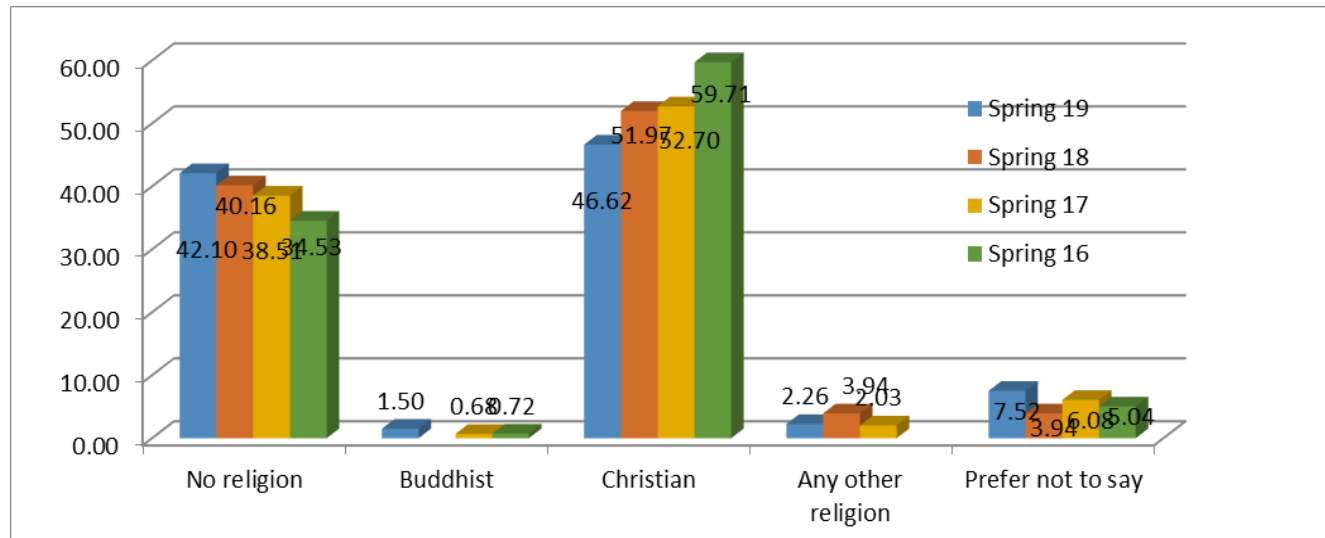
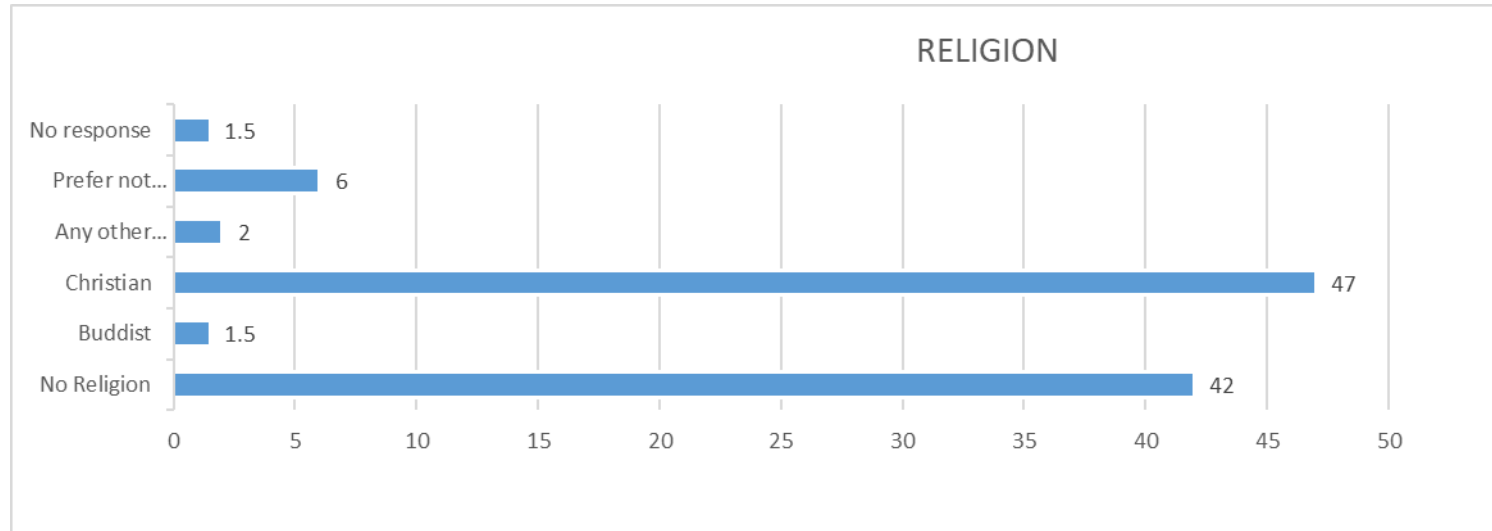
## Appointments for 2018-189

- Gender 65.22% of appointments were female – similar to employees as at Jan 20 & Jan19 (65%)
- Age the greatest number of appointments were in the age ranges 45 - 54 and 55 – 64 (both 26.09%) although last year staff appointed were highest between the age range 45 – 54 (44.44%). The age range 45 -54 remains the highest for employees as at Jan 20 (36%) and Jan 19 (41%).
- Disability There were no appointments who declared a disability – employees declaring a disability at Jan 20 were 5.5% and 7.5% in Jan 19.
- Ethnicity 4.35% of appointments were non-white, considerably higher than the number of non-white employees (1% Jan 20 & 2% Jan 19).

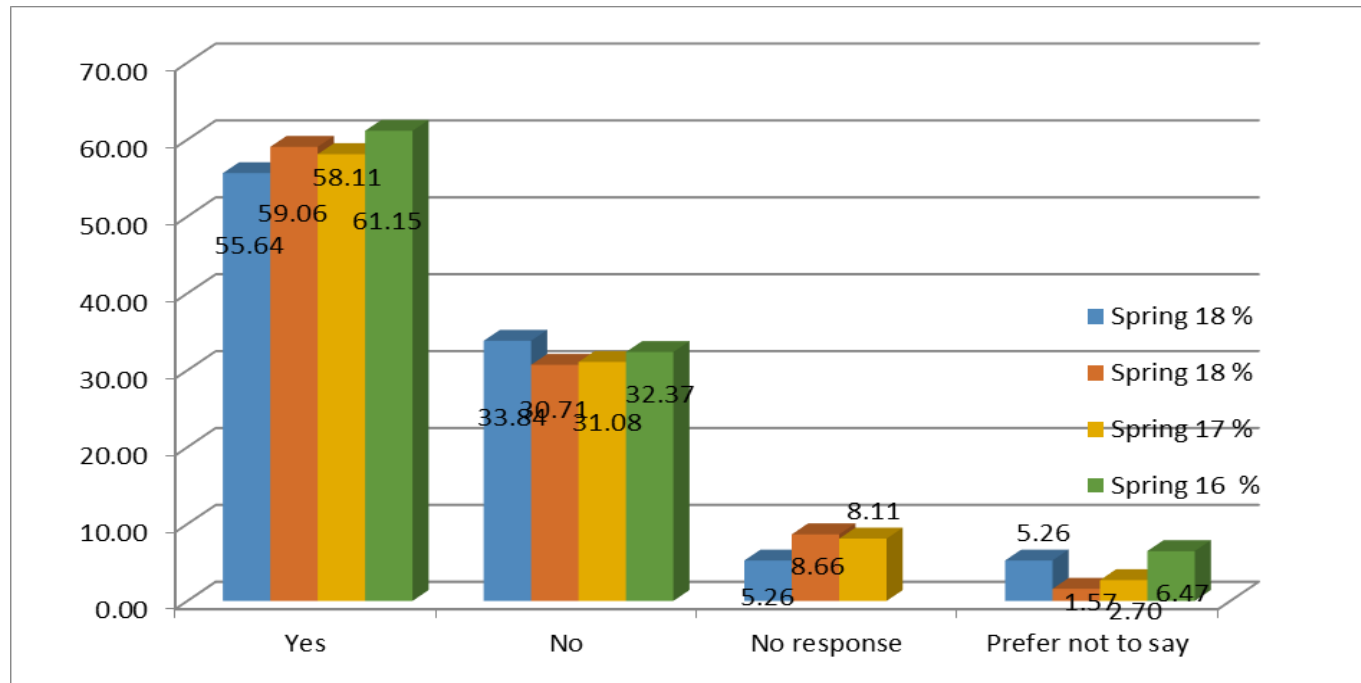
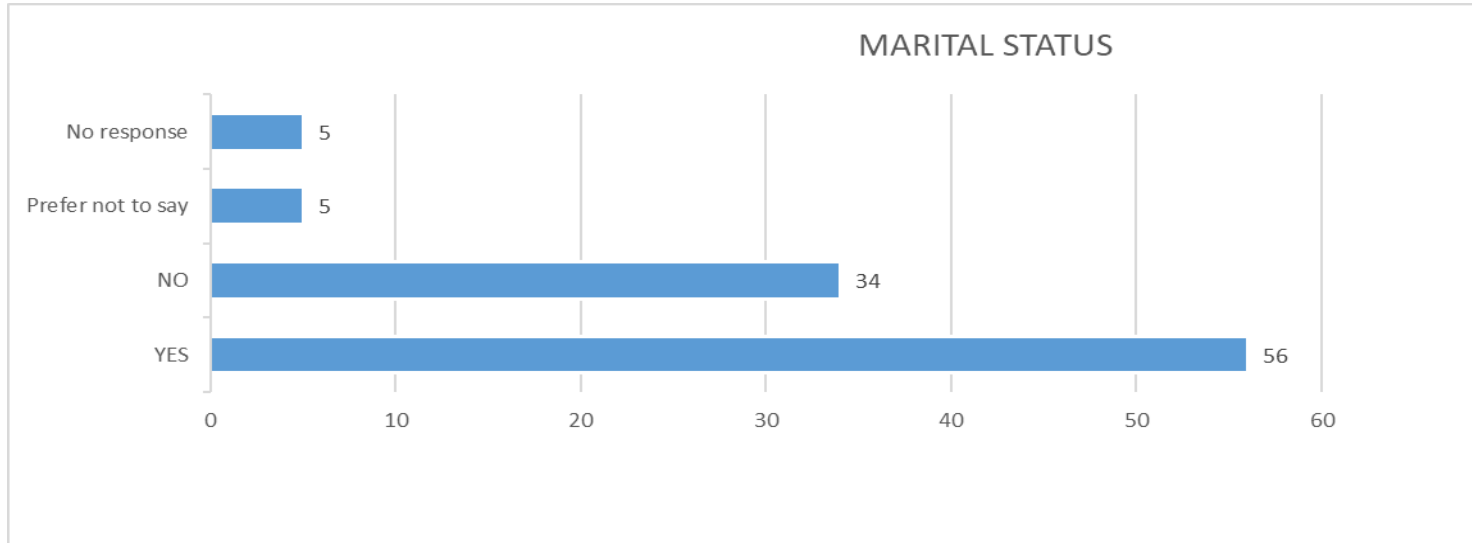
**Staff Equality Monitoring Data Spring 2019 to cover a greater range of protected characteristics**

**83% of anonymous forms returned  
(2018: 74% 2017: 76%, 2016)**

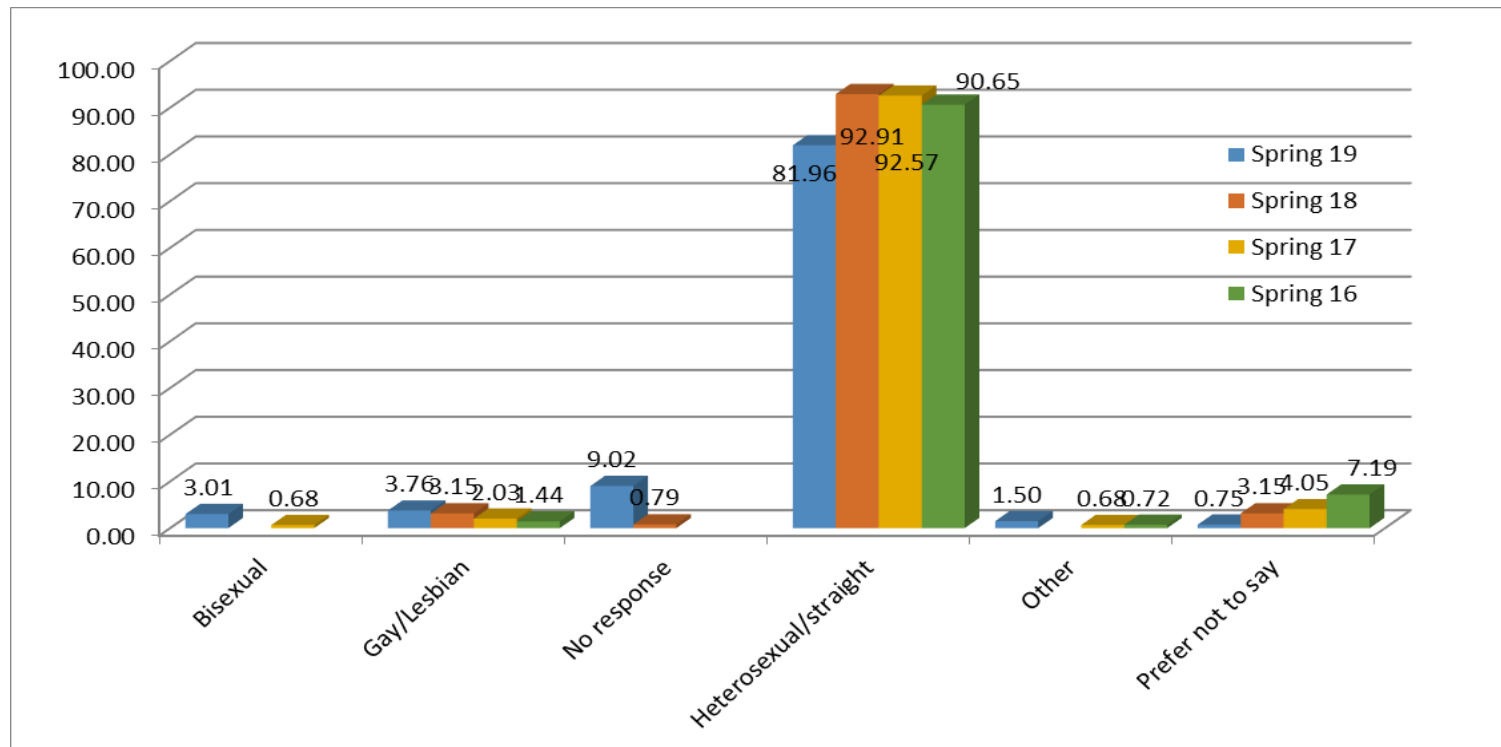
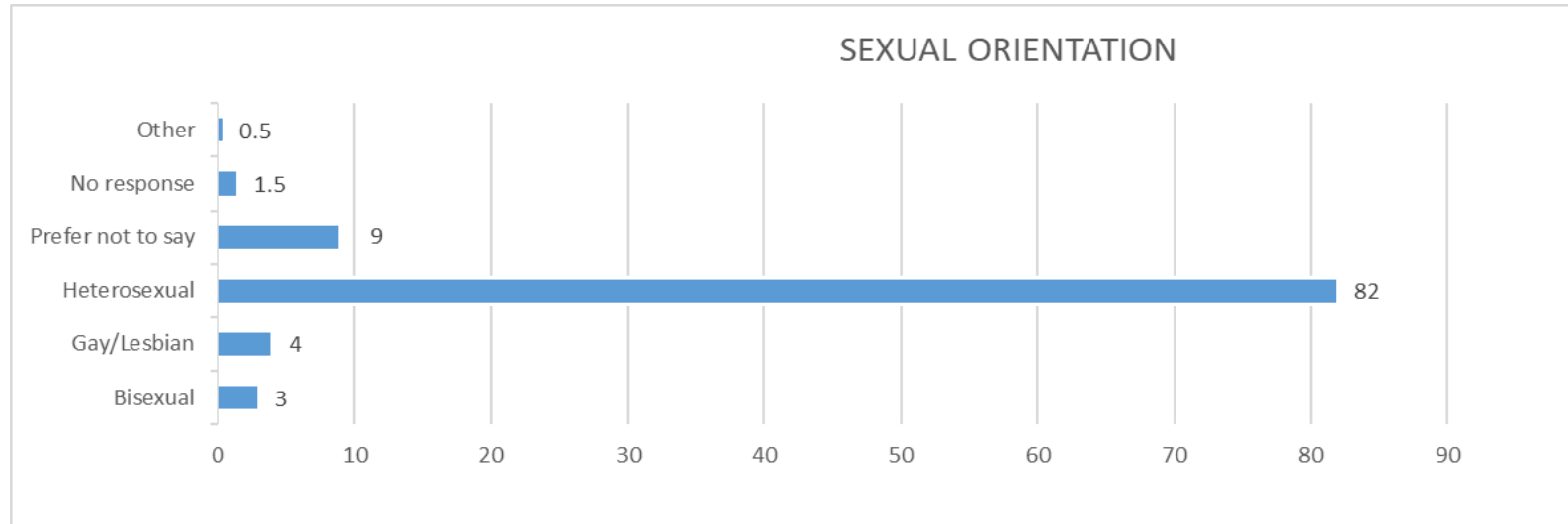
**Religion (Percentages)**



## Marital status (percentages)



## Sexual orientation (percentages)



Numbers of staff on 1st January 2020 by gender, disability, ethnic origin and by mode and primary role

| Mode      | Primary role | Gender | Consider disabled | Ethnic Origin |               |                  |     |   |       | Total number |                            |
|-----------|--------------|--------|-------------------|---------------|---------------|------------------|-----|---|-------|--------------|----------------------------|
|           |              |        |                   | Ethnic Groups |               |                  |     | White   |       |              |                            |
|           |              |        |                   | Other ethnic  | White & Asian | Black Carib bean |     | English/Welsh/Scottish/Northern Irish/British | Irish |              | Any other White background |
| Full-time | Teach        | Male   |                   |               |               |                  |     | 19  |       | 19           |                            |
|           |              | Female |                   |               |               |                  |     | 11  |       | 13           |                            |
|           | Support      | Male   |                   |               |               |                  |     | 10  |       | 11           |                            |
|           |              | Female |                   |               |               |                  |     | 7   |       | 7            |                            |
|           | All          |        | 1                 |               |               |                  | 47  | 2   | 50    |              |                            |
| Part-time | Teach        | Male   |                   |               |               |                  |     | 13  |       | 15           |                            |
|           |              | Female |                   |               |               |                  |     | 27  |       | 32           |                            |
|           | Support      | Male   |                   |               |               |                  |     | 9   |       | 11           |                            |
|           |              | Female |                   |               |               |                  |     | 49  |       | 50           |                            |
|           | All          |        | 8                 |               |               |                  | 98  | 3   | 108   |              |                            |
| Total     | Teach        | Male   |                   |               |               |                  |     | 32  |       | 34           |                            |
|           |              | Female |                   |               |               |                  |     | 38  |       | 45           |                            |
|           | Support      | Male   |                   |               |               |                  |     | 19  |       | 22           |                            |
|           |              | Female |                   |               |               |                  |     | 56  |       | 57           |                            |
|           | All          |        | 9                 | 2             |               |                  | 145 | 3   | 158   |              |                            |
|           | %            |        | 5.5%              | 1%            |               |                  | 92% | 2%  | 5%    |              |                            |

**Gender:** 57% (59% Jan 2019) of **teaching staff** are female. 59% of full time teachers are male. 68% of part time teachers are female.

The SFCA Workforce Survey for the Midlands (June 2019) indicates slightly less full time teachers are female (47%) and approx. 74% of part time teachers are female

72% (70% Jan 2019) of **support staff** are female. 61% of full time (full year) support staff are male (56% Jan 2019). 82% of part time support staff are female (77% Jan 2019)

The SFCA Workforce Survey indicates 50% of full time (full year) support staff nationally are female and 83% of part time support staff are female.

**Ethnicity:** 1% of staff are non-white (Jan 2019: 2%)

SFCA Workforce Survey (June 2019): Nationally 77% of teaching staff are White British, 4% are Other White, 2% are Indian, 2% are Pakistani and 1% are Black Caribbean. The other 14% of teachers belong to other ethnic groups.

Statistics for Worcestershire indicate 4.2% of the population are non-white ie Asian, Black, Mixed or Other groups

**Disability:** 5.5% of staff consider themselves to have a disability (Jan 2019: 7.5%)

Statistics for Worcestershire indicate the number of people between 16 and 64 with day to day activities limited a lot is 3.1% and limited a little is 4.4%.

**Numbers of staff on 1st January 2020 by gender, age and by mode and primary role**

| Mode  | Primary role  | Gender | Age            |               |               |               |               | Total number |     |
|-------|---------------|--------|----------------|---------------|---------------|---------------|---------------|--------------|-----|
|       |               |        | Under 25 years | 25 – 34 years | 35 - 44 years | 45 – 54 years | 55 - 64 years |              | 65+ |
| Total | Teacher       | Male   |                |               | 10            | 13            | 6             | 34           |     |
|       |               | Female |                |               | 12            | 19            | 12            | 45           |     |
|       | Support Staff | Male   |                |               | 5             | 5             | 5             | 22           |     |
|       |               | Female |                |               | 11            | 20            | 18            | 57           |     |
|       | All           |        | 7              | 12            | 38            | 57            | 41            | 3            | 158 |
|       | %             |        |                | 4.5%          | 7.5%          | 24%           | 36%           | 26%          | 2%  |

Age groups reflect those suggested by the Association of Colleges' (AoC) Factsheet 'Equality Data Collection'.

- The age group 45-54 has the greatest proportion of staff with 36% (Jan 2019: 41%).
- SFCAs Workforce Survey June 2019: The age group 31-40 had the greatest proportion of teaching staff with 30%.

**Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2018-19**

**Applications**

|  | <b>Total no. of internal applicants</b> |
|--|---|
| No teaching additional responsibilities/promotions | n/a                                     |
| 5 support additional responsibilities/promotions   | 16                                      |

Ethnicity 100% white

**Success**

| <b>Opportunity</b>                                 | <b>Total no. of successful internal applicants</b>  |
|--|---|
| No teaching additional responsibilities/promotions | n/a   |
| 6 support additional responsibilities/promotions   | 9 (2 of the opportunities had more than one member of staff appointed to them and were temporary positions for the academic year) |

Ethnicity 100% white

**Leavers 2018- 19**

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 30 (29 during 2017-18), 66.7% female, 13.3% with a disability and Ethnicity 86.7% white
- Turnover for 2018-19 was 18.9% (2017-18: 18.8%).



- The AoC Workforce Data report for 2017-18 (not yet available for 2018-19) gave an increase in turnover for all staff in FE of 18.2% (17.4% for 2016-17), 17.2% in the West Midlands area (14.7% for 2016-17).

## Pay

### **Average salary of full time and proportionate Teaching Staff by gender (excluding new SLT,) based on full time salaries as at 01.01.20**

**NB. New Management structure implemented from September 2019 resulting in an increase in Senior Staff from 2 to 6.**

**Percentages are therefore based on a reduction in total number of teaching staff.**

- 61.2% (52.9% last year) of teachers on main scale are at the top point (point 9): 65.8% of these are female. 70% (69% last year) of part time teachers on point 9 are female.
- 4.4% (2.9% last year) of teaching staff receive the lowest salaries based on Points 3 and 4, 100% of whom are male.
- 4.5% of teaching staff receive the highest salaries based on management range D, 66.7% of whom are male.
- Average salary for all teaching staff (using full time salary for the pay point): Female £39,770.38 Male £38,844.25

21 teachers receive additional payments: 7 male (average £3,406.72 figure includes two management allowances) and 14 female (average £2,250.11)

### **Average salary of support staff by gender based on full time salaries as at 01.01.20**

- 37% of support staff receive salaries based on grades 3-5, 72.4% of whom are female (73% of all support staff are female)
- 25.6% of support staff are on the lowest salaries (Apprentice rate, Point 14 & 15, 80% of whom are female.
- 5% of support staff receive the highest salaries based on PO1 and above, 50% of whom are female.
- Average salary for all support staff (using full time salary for the pay point): Female £20,287; Male £21,017.

**Numbers of staff recorded as attending training sessions during the academic year 2018–2019 by gender, disability, ethnic origin and by mode and primary role. (Other CPD activities are not accounted for in this analysis).**

NB Taken from training records for those staff represented in the table 'Numbers of Staff on 1st January 2019'

|       |              |        |                   | Ethnic Origin                |   |  |              |                           |
|-------|--------------|--------|-------------------|------------------------------|---|--|--------------|---------------------------|
|       |              |        | Disability        | Mixed/Multiple Ethnic Groups | White   |  |              |                           |
| Mode  | Primary role | Gender | Consider disabled |                              | English/Welsh/Scottish/<br>Northern Irish/British | Irish and<br>Any other White<br>background | Total Number | %<br>attended<br>training |
| Total | Teach        | Male   |                   |                              | 29  |  | 31           | 94%                       |
|       |              | Female |                   |                              | 42  |  | 48           | 100%                      |
|       | Support      | Male   |                   |                              | 19  |  | 23           | 100%                      |
|       |              | Female |                   |                              | 52  |  | 53           | 98%                       |
|       | All          |        | 12                | 4                            | 142   | 9  | 155          |                           |

**Formal grievances or complaints raised during the academic year 2018-19:** one (no further data provided owing to low number)

**Formal disciplinary and capability proceedings during the academic year 2018-19:** two (no further data provided owing to low numbers)

**Flexible working requests 2018-19**

No requests made during this period

**Pregnancy and maternity:**

Number of staff on maternity leave as at 1<sup>st</sup> January 2019: None

Return from maternity leave during 2018-19: One

**Requests for workplace adjustments related to a protected characteristic during the academic year 2018-19**

No requests made during this period