

**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 2019**

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.

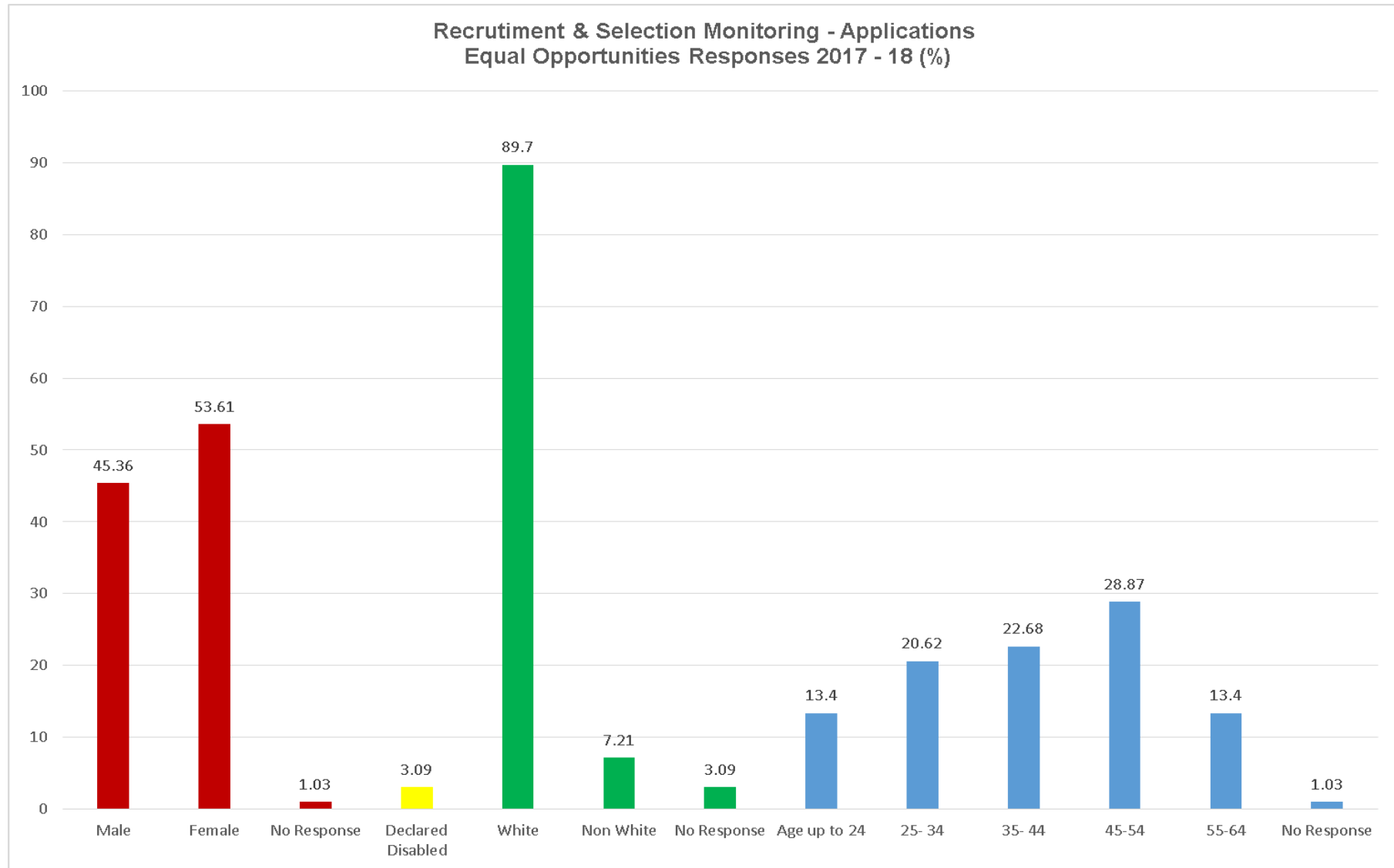
Data from the March 2011 census is available for Worcestershire in a document published by the Worcestershire Public Health Intelligence Team: Worcestershire Demographic Overview 2013 (revised February 2013). Statistics referred to below as 'Worcestershire' are taken from this document.

<b>Numbers of staff and FTEs* with contractual hours on 1st January 2018 and 2019 by mode and gender</b>											
<b>Mode</b>	<b>Gender</b>	<b>Numbers</b>			<b>FTEs</b>			<b>Distribution (%)</b>			
		<b>17/18</b>	<b>18/19</b>	<b>% change</b>	<b>17/18</b>	<b>18/19</b>	<b>% change</b>	<b>17/18</b>		<b>18/19</b>	
								<b>Numbers</b>	<b>FTEs</b>	<b>Numbers</b>	<b>FTEs</b>
<b>Full-time</b>	Female	26	24	-7.7	26	24	-7.7	45%	45%	45%	45%
	Male	32	28	-12.5	32	28	-12.5	55%	55%	55%	55%
	<b>All</b>	<b>58</b>	<b>52</b>	<b>-10.3</b>	<b>58</b>	<b>52</b>	<b>-10.3</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Part-time</b>	Female	93	78	-16.1	51.1	42.7	-16.4	76%	77%	75%	75%
	Male	29	28	-3.4	15.1	14.3	-5.3	24%	23%	25%	25%
	<b>All</b>	<b>122</b>	<b>106</b>	<b>-13.1</b>	<b>66.2</b>	<b>57</b>	<b>-13.9</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Total</b>	Female	119	102	-14.3	77.1	66.7	-13.5	66%	62%	65%	62%
	Male	61	56	-8.2	47.1	42.3	-10.2	34%	38%	35%	38%
	<b>All</b>	<b>180</b>	<b>158</b>	<b>-12.2</b>	<b>124.2</b>	<b>109</b>	<b>-12.2</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Staff Recruitment & Selection Monitoring**

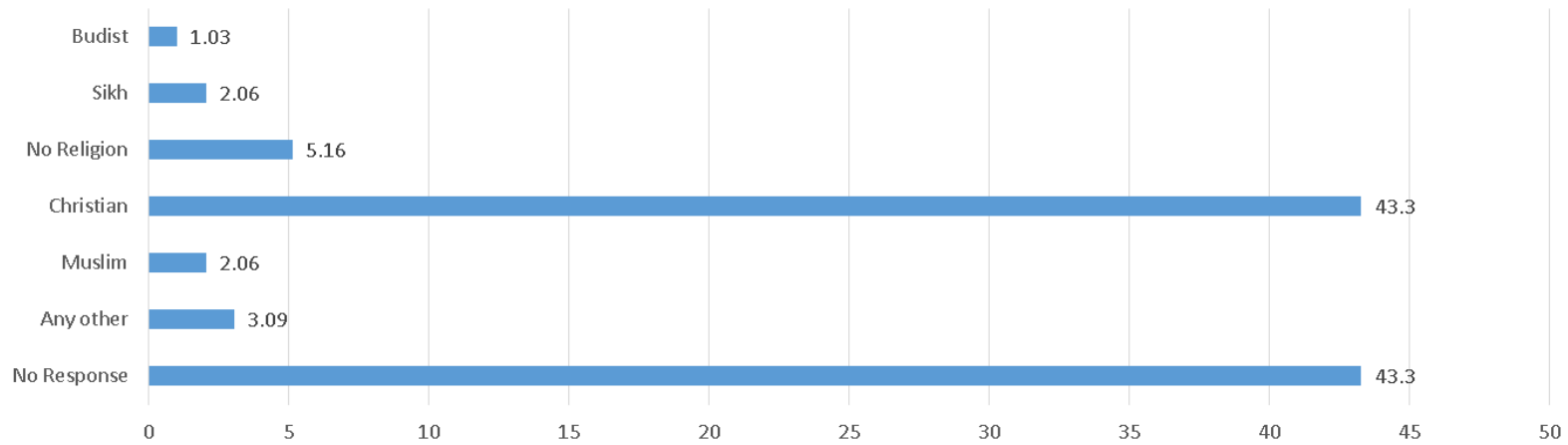
All FTEs refer to member of staff's main job

## Applications 2017-18 by gender, disability, ethnicity and age

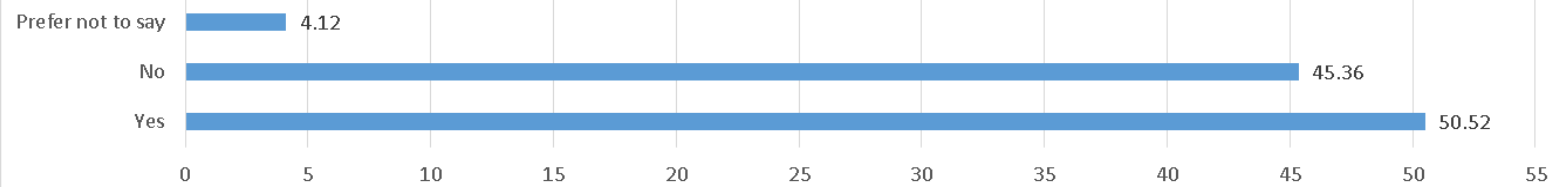


## Applications 2017-18 by religion and marital status

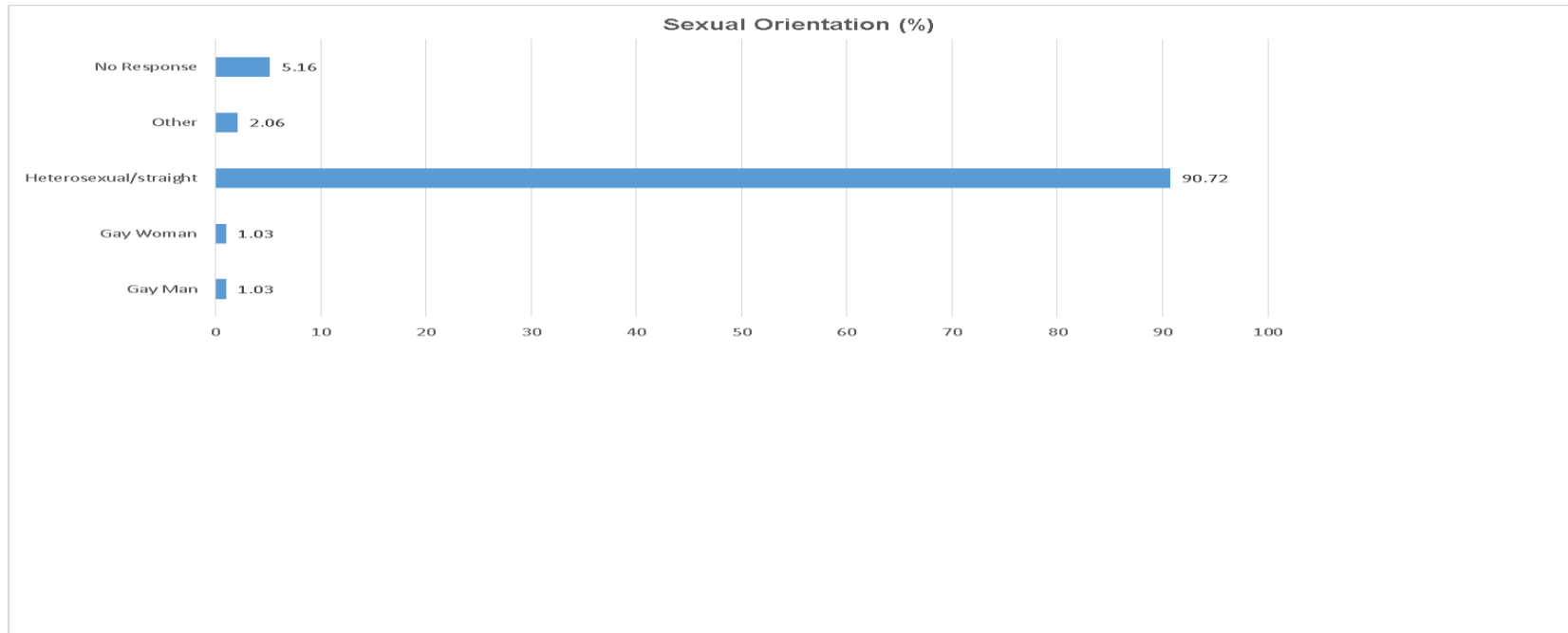
Religion (%)



Married or in a Civil Partnership (%)



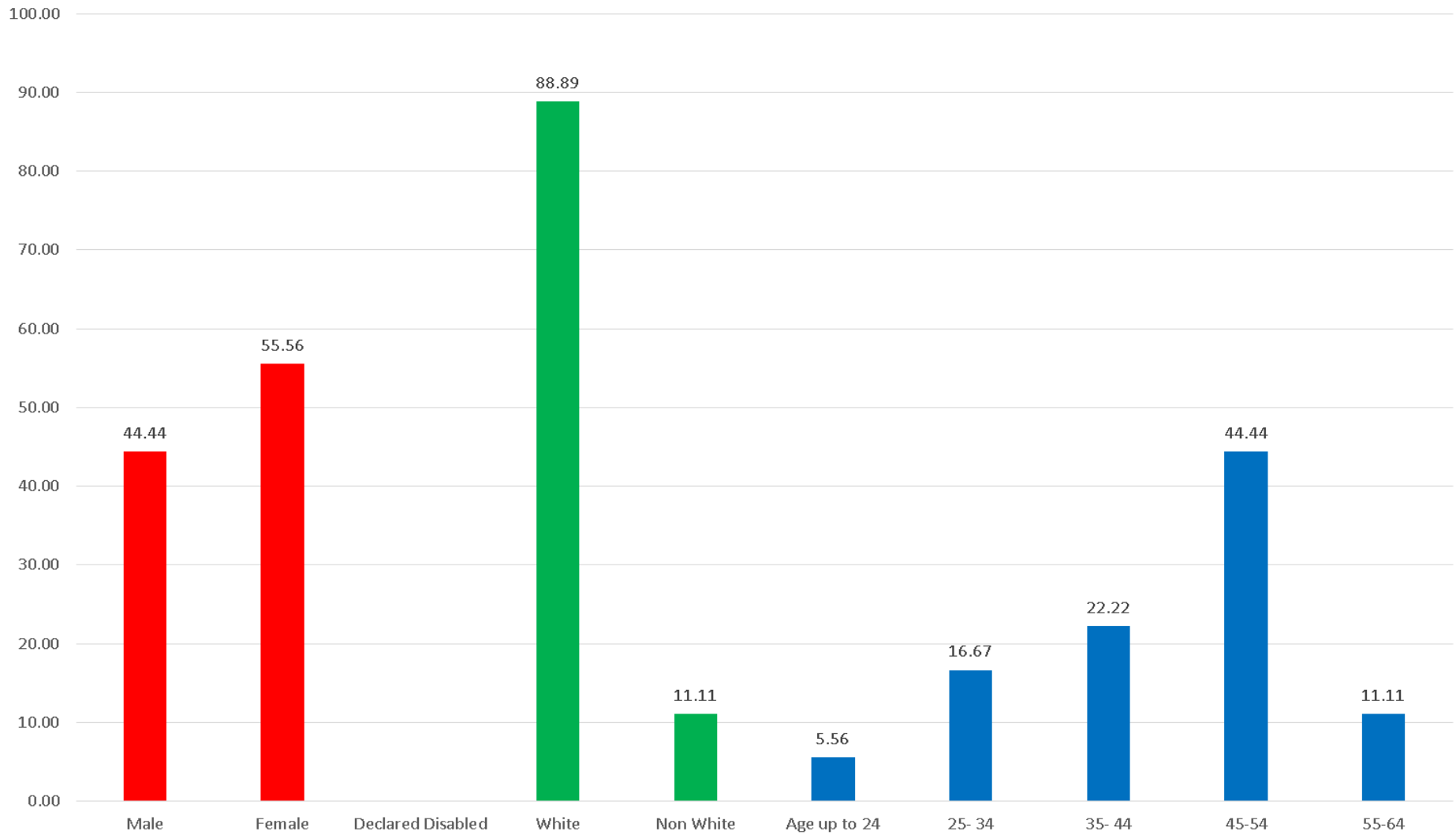
## Applications 2017-18 by sexual orientation



## Applications for 2017-18

- Gender                      proportion of female applicants was 53.6 % an increase of 10% from last year although lower than the proportion of employees as at Jan 18 (65%)
- Age                            the age group 45-54 had the greatest proportion of applicants 28.9% – employees in this age group also the greatest proportion at 41% (Jan 18)
- Disability                    applicants who declared themselves as having a disability 3.09% - lower than employees (7% Jan 18)
- Ethnicity                    non-white applicants: 7.23% (slight increase to Jan 2017 which was 6.2%) although higher than employees (2% Jan 18)
- Religion                     greatest proportion of applicants were Christian 43.3%, similar to employees (51.9% Spring 18 – see charts below)
- Marital status              greatest proportion of applicants were Married at 50.5% also the greatest proportion for employees at 59.1% (Spring 18)
- Sexual Orientation        greatest proportion of applicants 'Heterosexual /Straight' 90.7%, also the greatest proportion for employees at 92.9% (Spring 18)

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



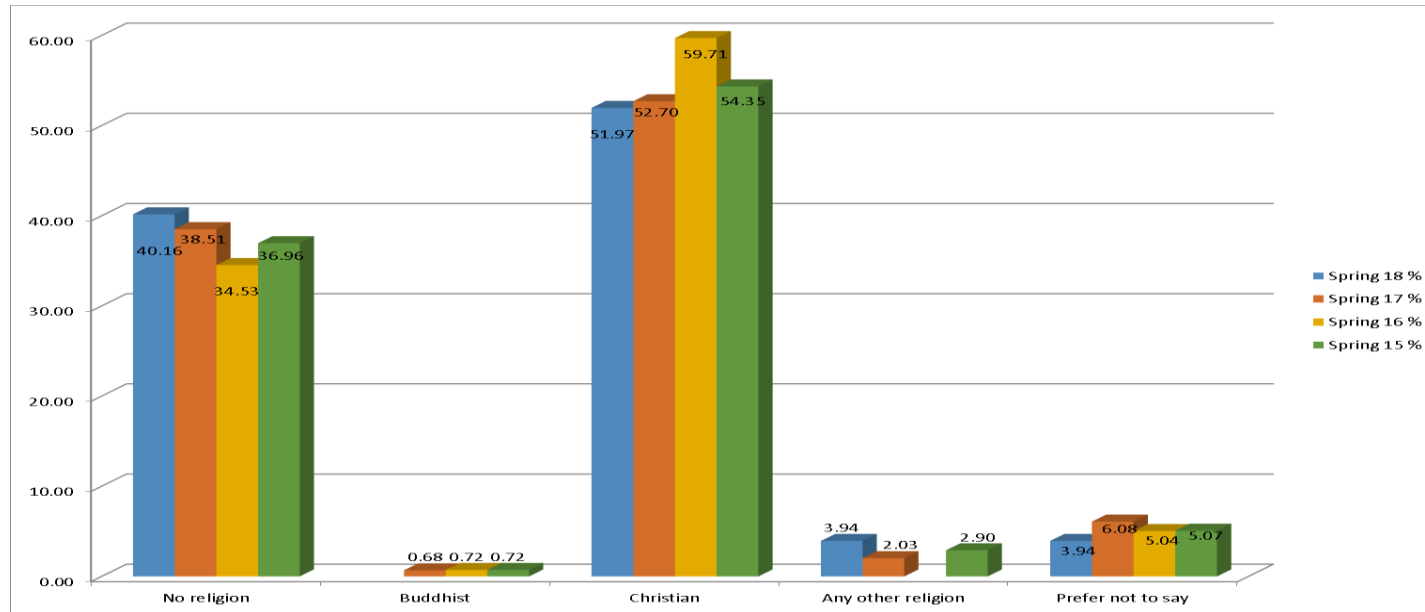
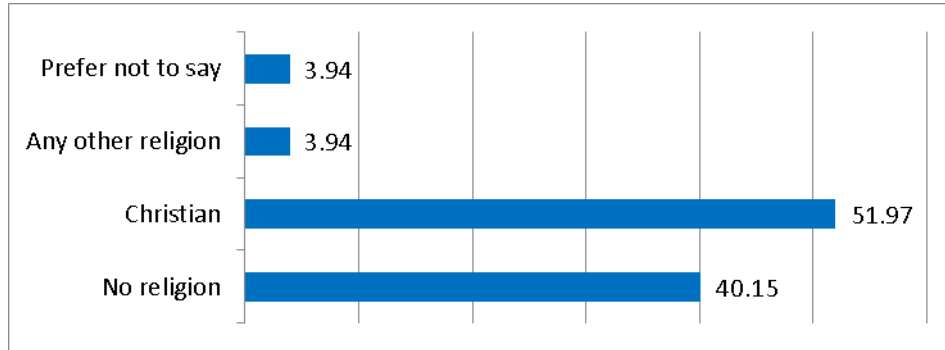
## Appointments for 2017-18

- Gender female appointments (55.5%) - employees as at Jan 18 is slightly more at (65%)
- Age the greatest number of appointments were in the age range 45 - 54 (44.5%) – similar to those at Jan 18 (41%).
- Disability There were no appointments who declared a disability – employees at Jan 18 were 7%
- Ethnicity 11.11% of appointments were non-white, considerably higher than the number of non-white employees (2% Jan 18)

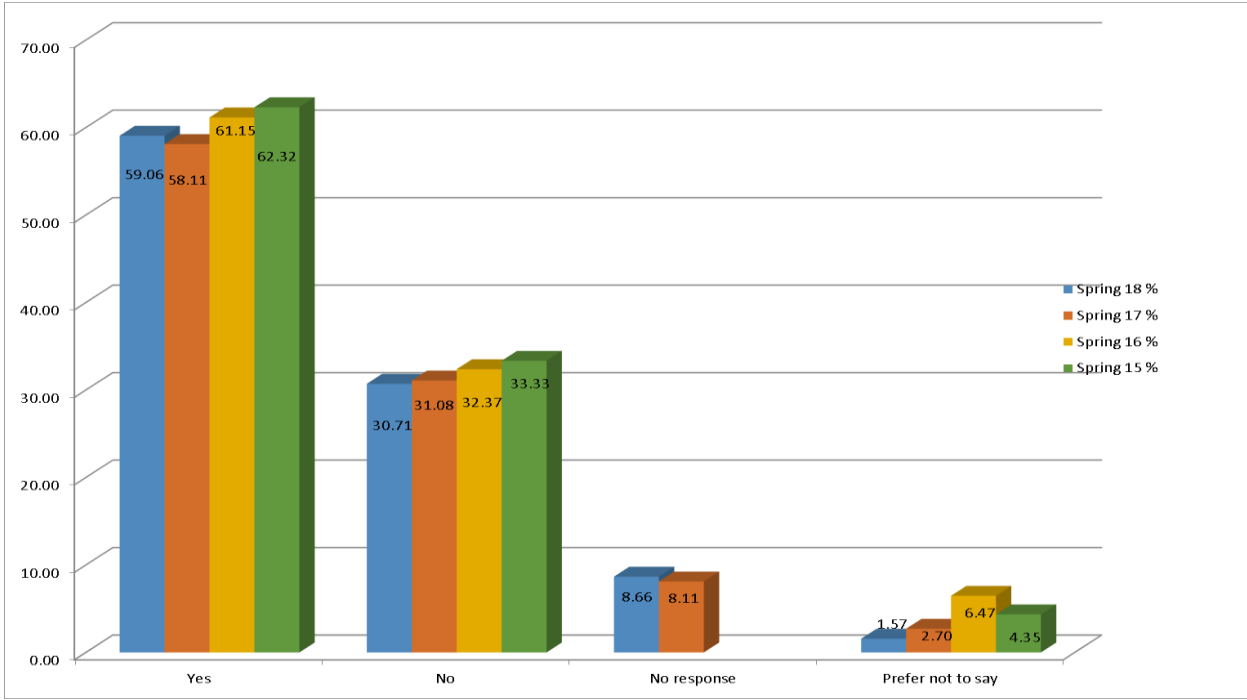
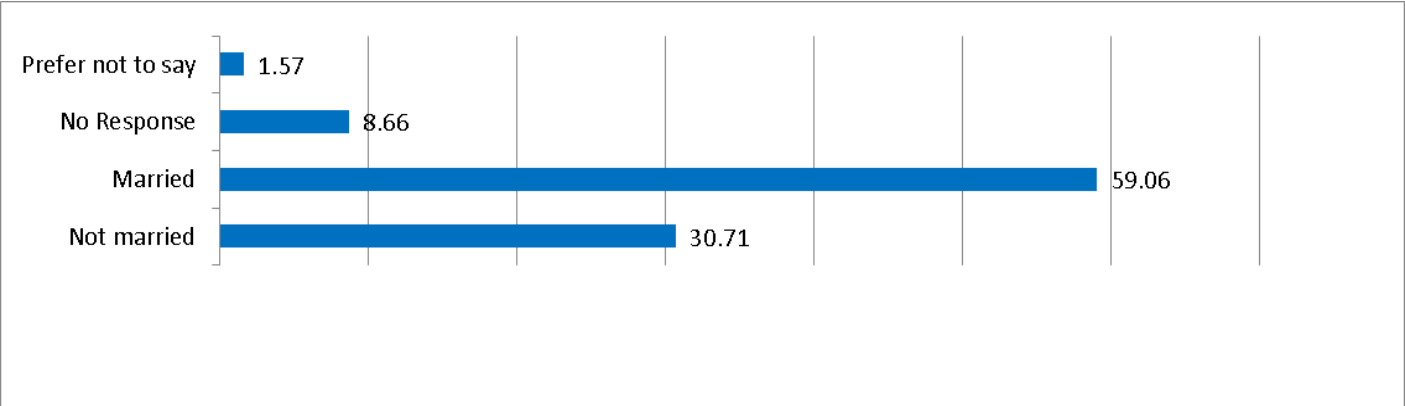
**Staff Equality Monitoring Data Spring 2018 to cover a greater range of protected characteristics,**

**74% of anonymous forms returned (2017: 76%, 2016: 72%; 2015: 72%; 2014: 77%)**

Religion (percentages)

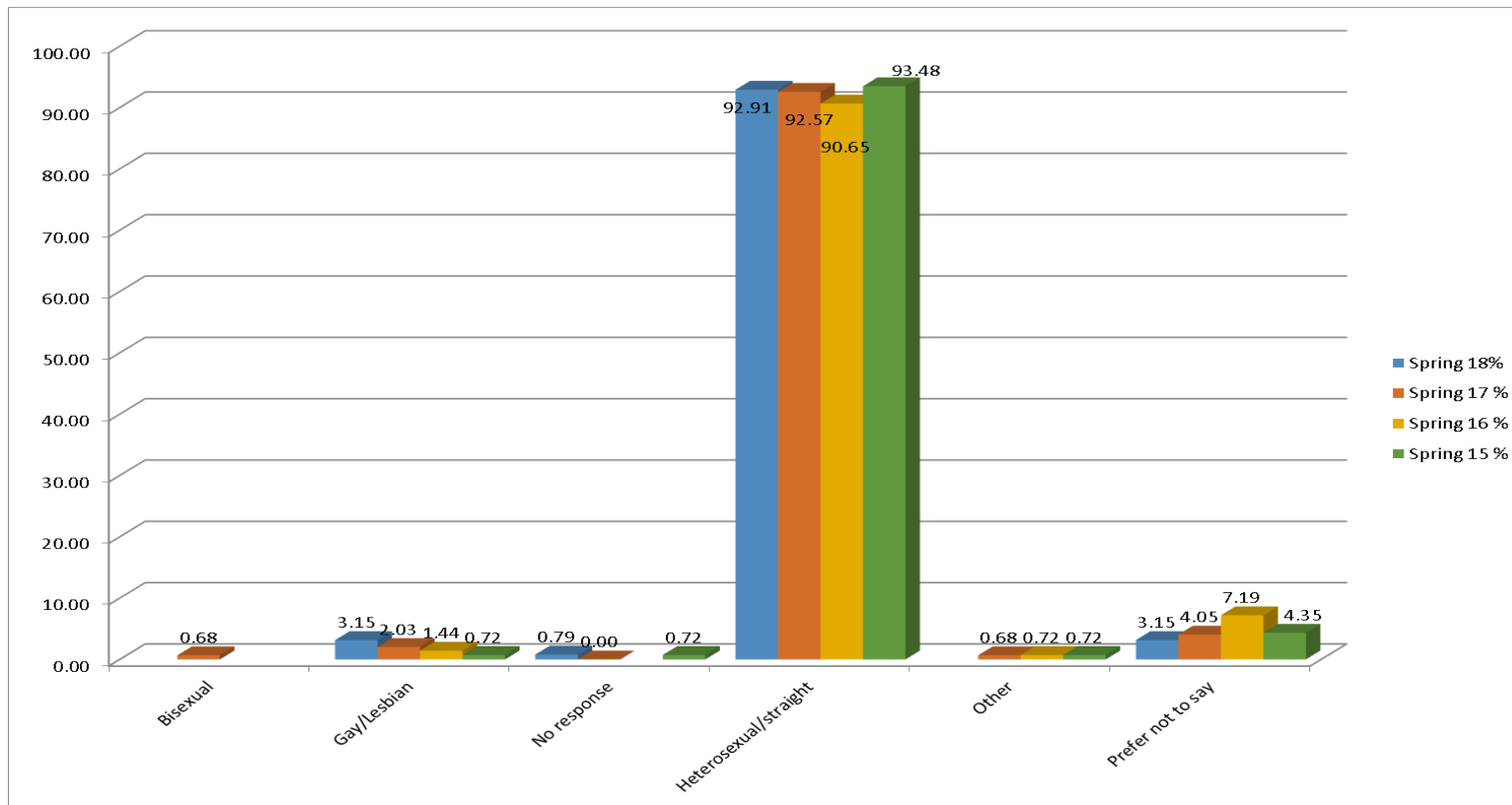
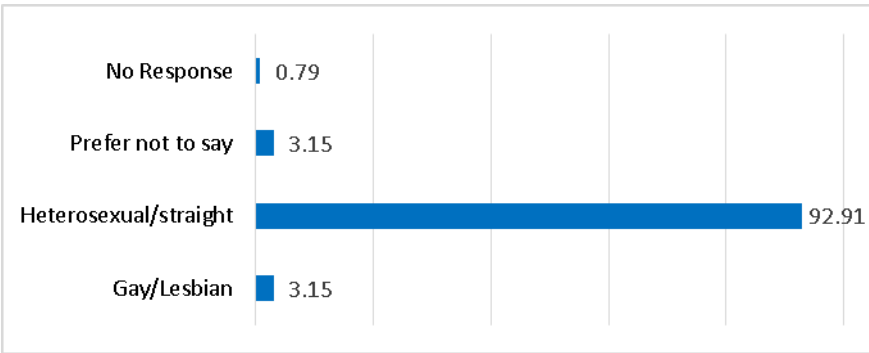


Marital status (percentages)



**Sexual orientation (percentages)**





Numbers of staff on 1st January 2019 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 Caribbean	English/Welsh/Scottish/ Northern Irish/British	Irish	Any other White background	
Full-time	Teach	Male					19		19	
		Female					16		17	
	Support	Male					8		9	
		Female					7		7	
	All		3				50		52	
Part-time	Teach	Male					11		14	
		Female					27		31	
	Support	Male					11		14	
		Female					46		47	
	All		9				95	3	5	106
Total	Teach	Male					30			33
		Female					43			48
	Support	Male					19			23
		Female					53			54
	All		12				145	3	6	158
	%		7.5%	1%	0.5%	0.5%	92%	2%	4%	

**Gender:** 59% (60% Jan 2018) of **teaching staff** are female. 53% of full time teachers are male. 69% of part time teachers are female. The SFCA Workforce Survey for the Midlands (June 2018) indicates slightly less full time teachers are female (51%) and approx. 77% of part time teachers are female  
70% (72% Jan 2018) of **support staff** are female. 56% of full time (full year) support staff are male (50% Jan 2018). 77% of part time support staff are female (77% Jan 2018)  
The SFCA Workforce Survey indicates 56% of full time (full year) support staff nationally are female and 83% of part time support staff are female

**Ethnicity:** 2% of staff are non-white (Jan 2018: 2%)  
SFCA Workforce Survey (June 2018): Nationally 78% of teaching staff are White British, 4% are Other White, 3% are Indian, 2% are Pakistani and 2% are Black Caribbean. The other 11% 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:** 7.5% of staff consider themselves to have a disability (Jan 2018: 7%)

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 2019 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	
Total	Teacher	Male			9	16	4	33
		Female			13	22	9	48
	Support Staff	Male			5	6	5	23
		Female			13	21	14	54
	All		3	16	40	65	32	158
	%			2%	10%	25.5%	41%	20%

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 41% (Jan 2018: 37%)
- SFCA Workforce Survey June 2018: The age group 31-40 had the greatest proportion of teaching staff with 30.4%. In 2017, 41-50 had the greatest with 29.6%

**Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2017-18**

**Applications**

<b>Opportunity</b>	<b>Total no. of internal applicants</b>
1 teaching additional responsibilities/promotions	1 with no disability
5 support additional responsibilities/promotions	6 (1 with disability)

Ethnicity 100% white

**Success**

<b>Opportunity</b>	<b>Total no. of successful internal applicants</b>
1 teaching additional responsibilities/promotions	1 with no disability
5 support additional responsibilities/promotions	5 (1 with disability)

Ethnicity 100% white

**Leavers 2017- 18**

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 29 (31 during 2016-17), 60.06% female, 10.3% with a disability and Ethnicity 96.5% white
- Turnover for 2017-18 was 18.8% (2016-17: 14.6%).
- The AoC Workforce Data report for 2016-17 (not yet available for 2017-18) gave a turnover for all staff in FE of 17.4% (18.2 for 2015-16), 14.7% in the West Midlands (18.2% for 2015-16)

## Pay

### **Average salary of full time and proportionate Teaching Staff by gender (excl SMT) based on full time salaries as at 01.01.19**

- 52.9 % (61.5% last year) of teachers on main scale are at the top point (point 9): 69% Female; 69% (87% last year) of part time teachers on point 9 are female
- 2.9% (4.05% last year) of teaching staff receive the lowest salaries based on Points 2 and 3, 100% of whom are male.
- 10.3% of teaching staff receive the highest salaries based on management range D, 71% of whom are male.
- Average salary for all teaching staff (using full time salary for the pay point): Female £39,438; Male £39,253.

NB Additional payments are received by 24 teachers: 10 male (average £3194.60 includes two management allowances) and 14 female (average £2,360.58)

### **Average salary of support staff by gender based on full time salaries as at 01.01.19**

- 41% of support staff receive salaries based on grades 3-5, 71% of whom are female (71% of all support staff are female)
- 25% of support staff are on the lowest salaries (Apprentice, Point 13 & 14, 79% of whom are female.
- 8% 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 £20,495; Male £21,177.

**Numbers of staff recorded as attending training sessions during the academic year 2017–2018 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 2018'

				Ethnic Origin				
			Disability	Mixed/Multiple Ethnic Groups	White			
Mode	Primary role	Gender	Consider disabled		English/Welsh/Scottish/ Northern Irish/British	Irish and Any other White background	Total Number	% attended training
Total	Teach	Male			30		33	96%
		Female			42		46	84%
	Support	Male			15		18	72%
		Female			51		52	81%
	All		12	4	138	7	149	

**Formal grievances or complaints raised during the academic year 2017-18:** one (no further data provided owing to low number)

**Formal disciplinary and capability proceedings during the academic year 2017-18:** two (no further data provided owing to low numbers)

**Flexible working requests 2017-18**

No requests made during this period

**Pregnancy and maternity:**

Number of staff on maternity leave as at 1<sup>st</sup> January 2018: none

Return from maternity leave during 2017-18: none

**Requests for workplace adjustments related to a protected characteristic during the academic year 2017-18**

1 request made in connection with disability, no further data provided owing to low number.

Outcome – adjustments made to work station