

**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 2021**

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.

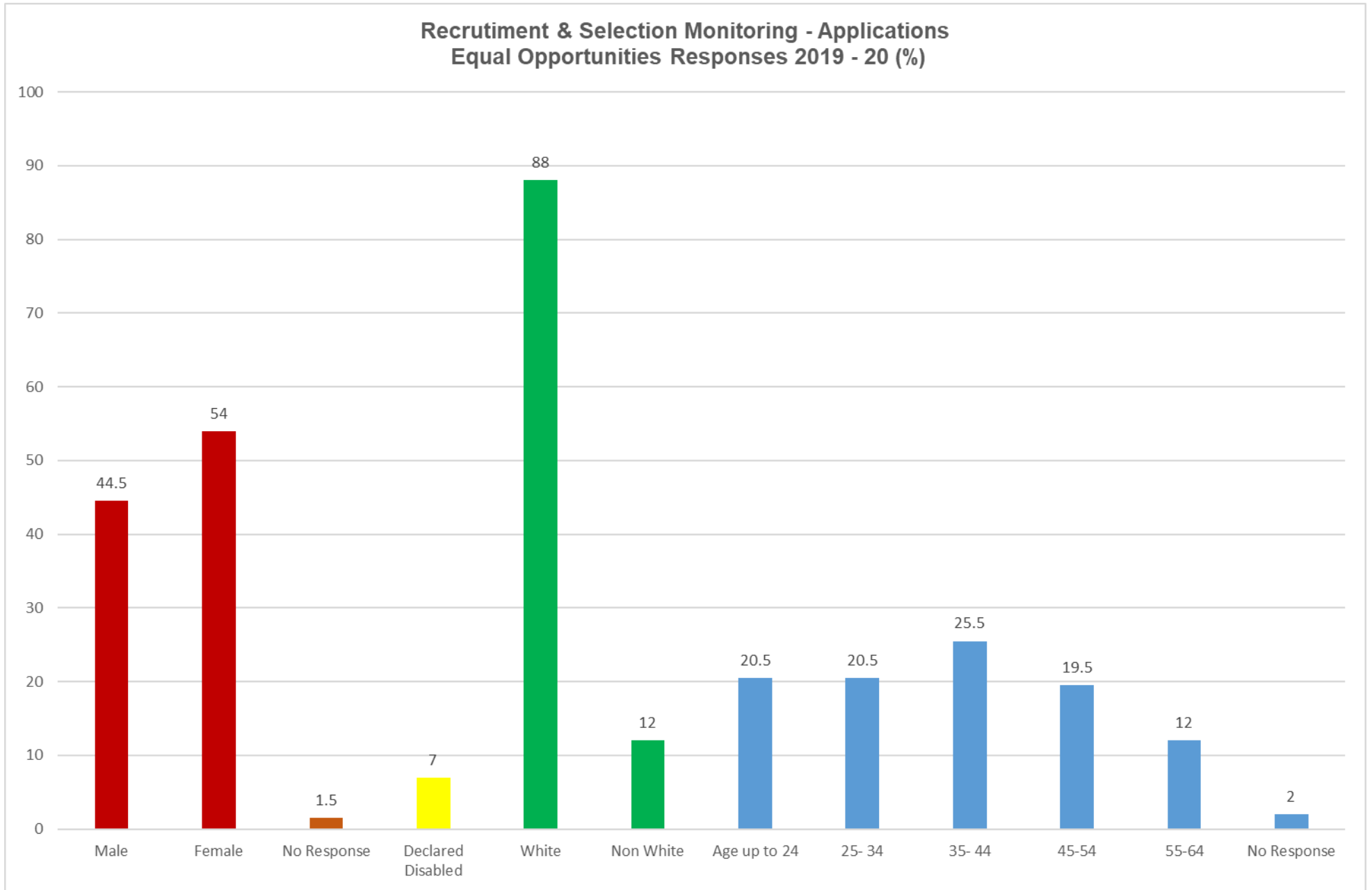
Data from the March 2011 census is available for Worcestershire in a document published by the Worcestershire Public Health Intelligence Team: Worcestershire Demographic Overview 2013 (revised September 2013). Statistics referred to below as 'Worcestershire' are taken from this document.

<b>Numbers of staff and FTEs* with contractual hours on 1st January 2020 and 2021 by mode and gender</b>											
Mode	Gender	Numbers			FTEs			Distribution (%)			
		19/20	20/21	% change	19/20	20/21	% change	19-20		20/21	
								Numbers	FTEs	Numbers	FTEs
Full-time	Female	20	30	50.0	20	30	50.0	40%	40%	50%	50%
	Male	30	30	0.0	30	30	0.0	60%	60%	50%	50%
	<b>All</b>	<b>50</b>	<b>60</b>	<b>20.0</b>	<b>50</b>	<b>60</b>	<b>20.0</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Part-time	Female	82	75	-8.5	48.3	47.63	-1.4	76%	77%	79%	83%
	Male	26	20	-23.1	14.3	9.91	-30.7	24%	23%	21%	17%
	<b>All</b>	<b>108</b>	<b>95</b>	<b>-12.0</b>	<b>62.6</b>	<b>57.54</b>	<b>-8.1</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total	Female	102	105	2.9	68.3	77.63	13.7	65%	61%	68%	66%
	Male	56	50	156.0	44.3	39.91	-9.9	35%	39%	32%	34%
	<b>All</b>	<b>158</b>	<b>155</b>	<b>-1.9</b>	<b>112.6</b>	<b>117.54</b>	<b>4.4</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

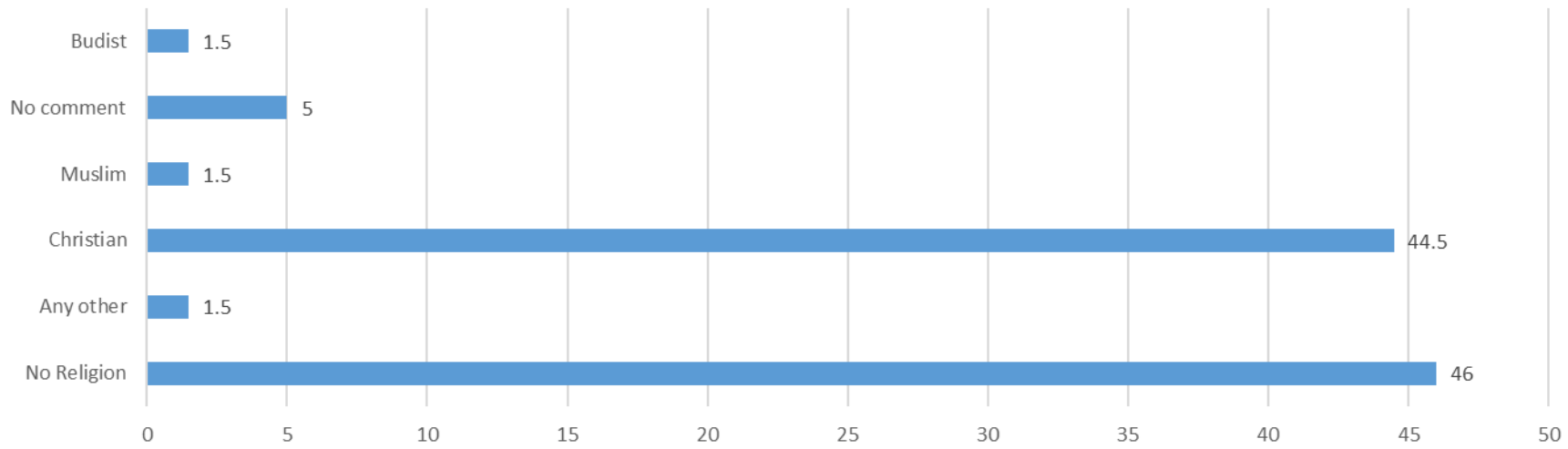
# Staff Recruitment & Selection Monitoring

## Applications 2019-20 by gender, disability, ethnicity and age

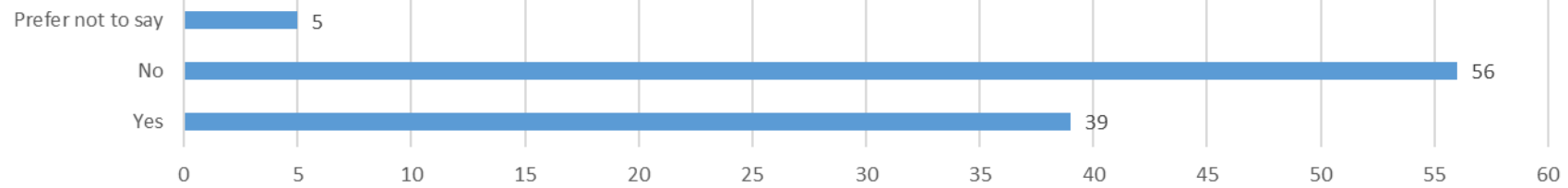


## Applications 2019-20 by religion and marital status

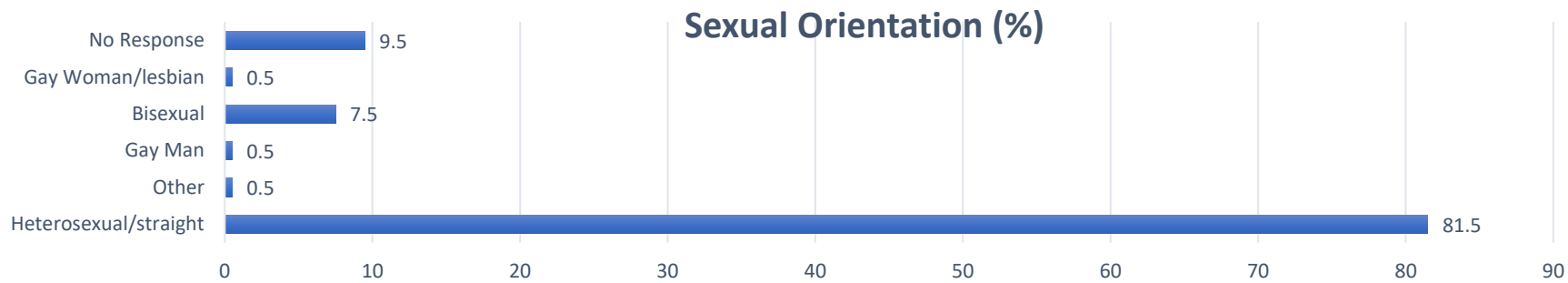
### Religion (%)



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



## Applications 2019-20 by Sexual Orientation (%)



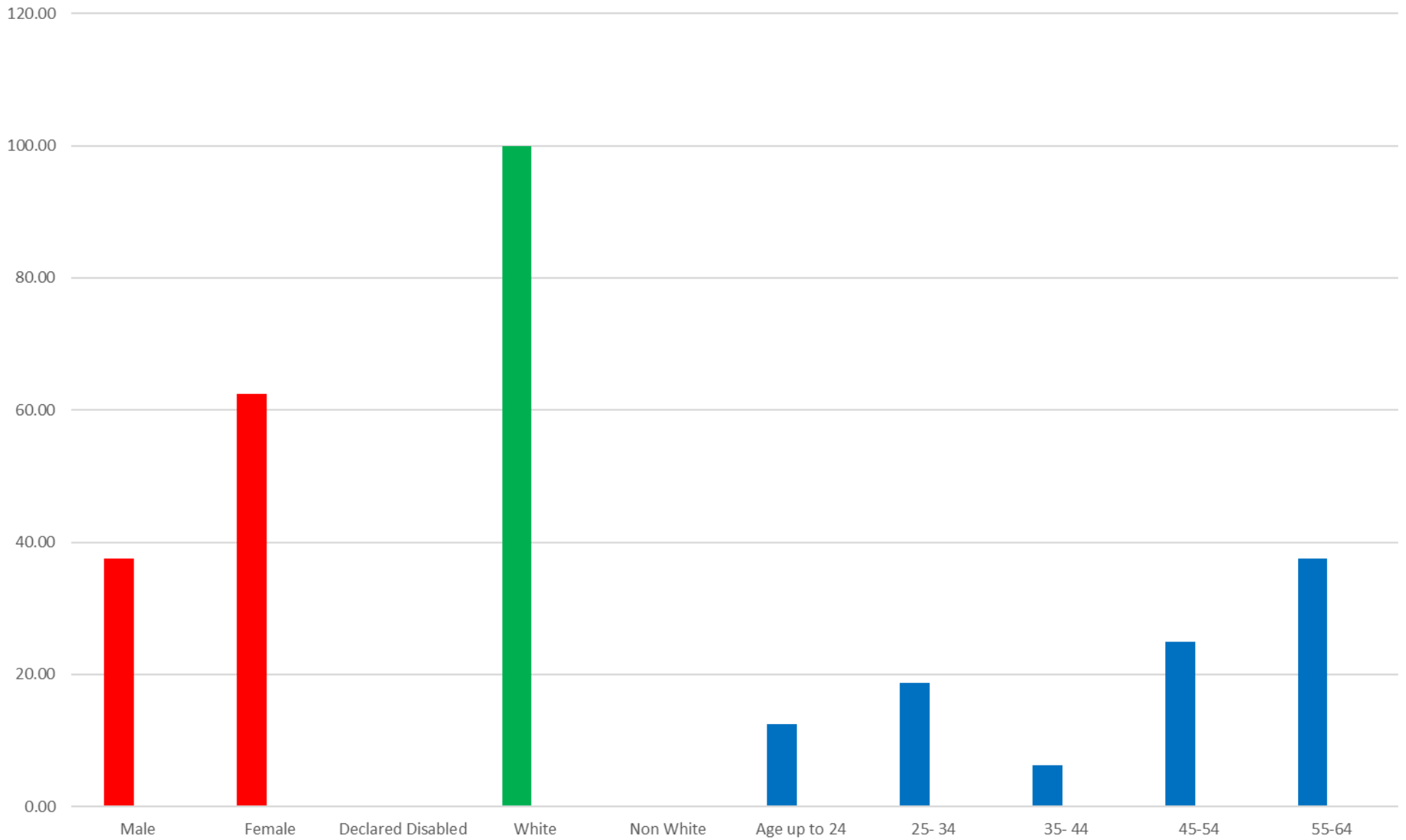
## Applications for 2019-20

- **Gender** the proportion of female applicants was 74% a slight de-increase from last year (75.34%) but more than the proportion of female employees as at Jan 20 (65%) and Jan 21 (67%).
- **Age** the age group 35-44 had the greatest proportion of applicants, 35%. This has changed from last two years where the highest proportion was in the 25-34 age group last year and 45-54 the year before. The 45-54 age group remains the highest proportion of employees as at Jan 20 & Jan 21 (36% & 34.5%), although this group has reduced for the third year running, with the 35-44 age group increasing – Jan 20 24% and Jan 21 26.5%
- **Disability** applicants who declared themselves as having a disability were 7%. An increase to last years' applicants, but lower than actual employees (5.8% Jan 21 & 5.5% Jan 20)
- **Ethnicity** non-white applicants were 12%, lower than last year (15.1%), although much higher than employees (1.2% Jan 21 & 1% Jan 20)

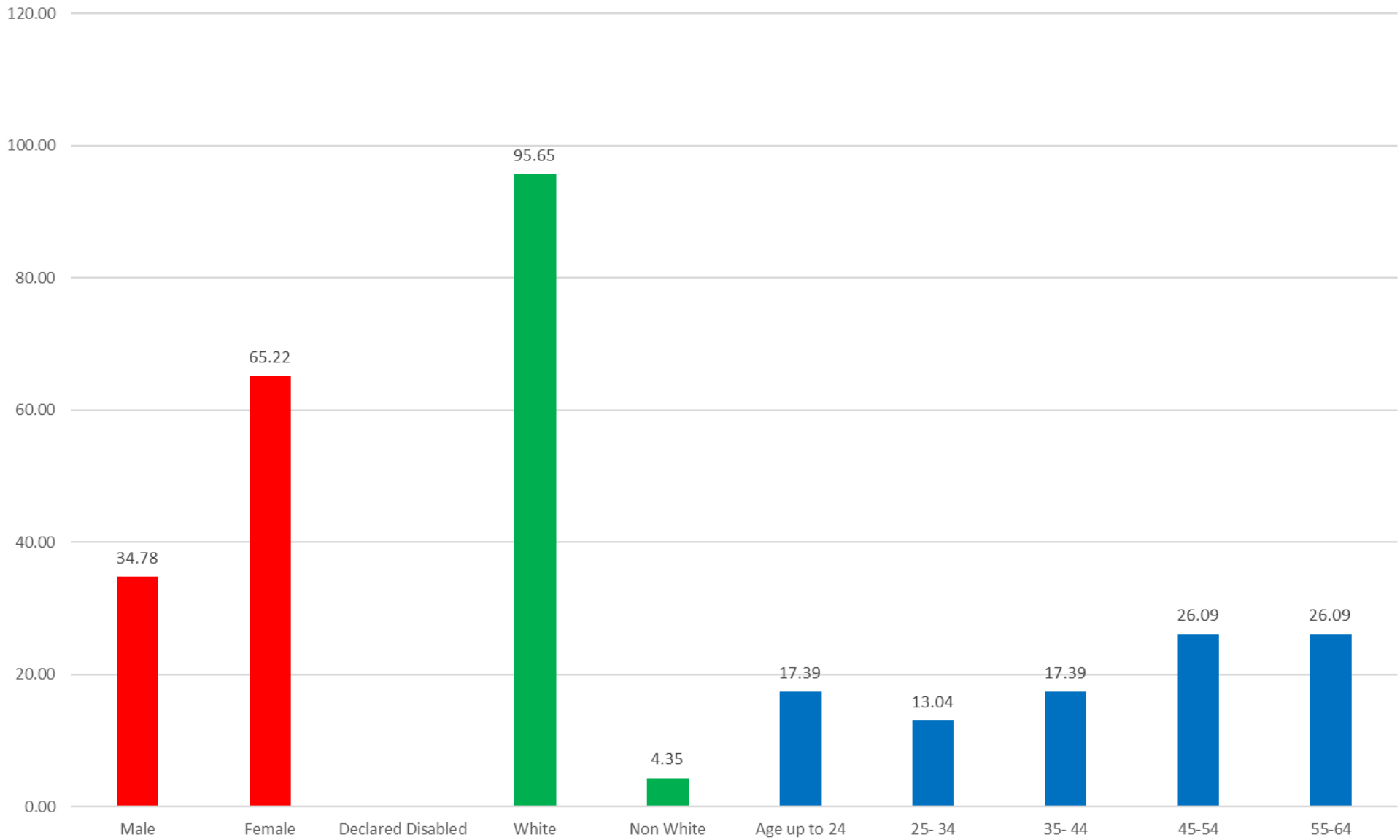
**Please note that Spring monitoring was not carried out in 2020 due to Covid-19 restrictions. Comparisons have therefore been made against existing Spring 2019 data**

- Religion                    greatest proportion of applicants were no religion 46%, although employee monitoring for Spring 19 shows that Christian was the greatest with 47% (see charts below)
- Marital status            greatest proportion of applicants were not married at 56% the greatest proportion for employees was for married 56% (Spring 19)
- Sexual Orientation      greatest proportion of applicants 'Heterosexual /Straight' 81.5 %, also the greatest proportion for employees at 82% (Spring 19)

### Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2019-2020 (%)



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



## Appointments for 2019-20

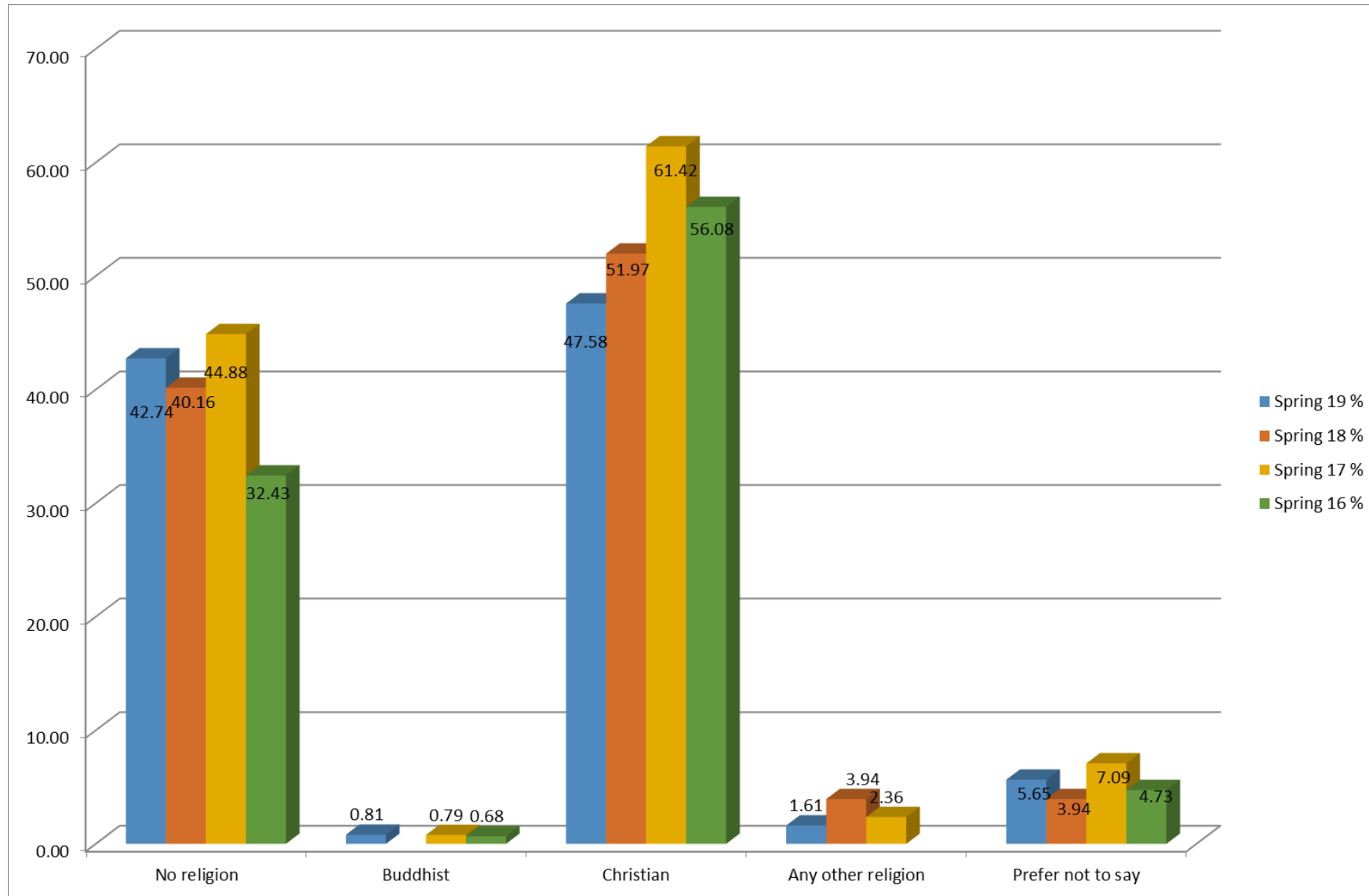
- Gender 62.5% of appointments were female – similar to employees as at Jan 21 (67%) & Jan 20 (65%)
- Age the greatest number of appointments were in the age ranges 45 - 54 and 55 – 64 (both 26.09%) although last year staff appointed were highest between the age range 55-64 (37.5%). The age range 45 -54 remains the highest for employees as at Jan 21 (34.5%) Jan 20 (36%)
- Disability There were no appointments who declared a disability – employees declaring a disability at Jan 21 were 5.8% & Jan 20 were 5.5%
- Ethnicity None of the appointments for this year were non-white (4.35% last year). The number of non-white employees at Jan 21 was 1.2% and 1% at Jan 20.



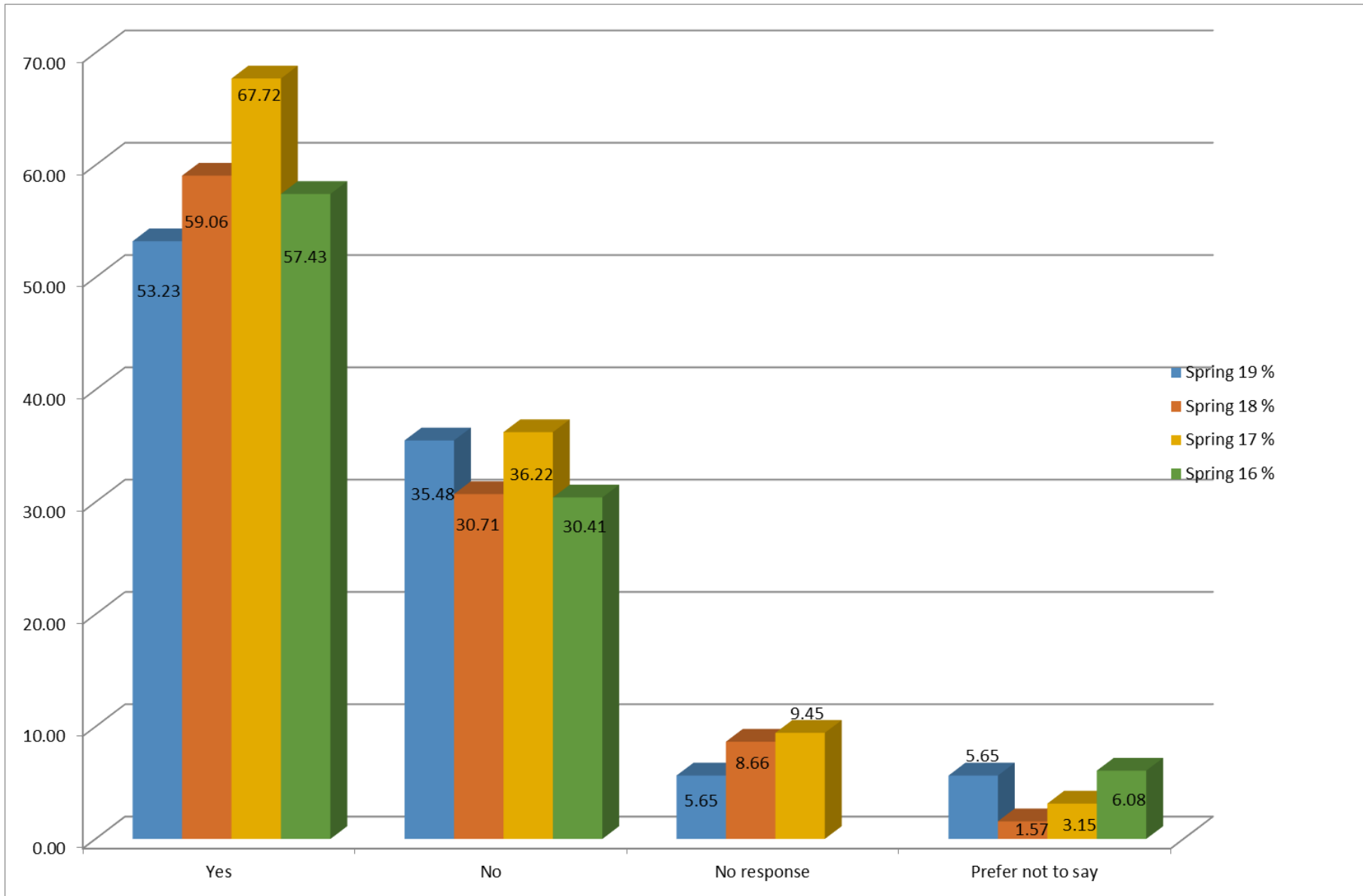
**Staff Equality Monitoring Data Spring 2019 to cover a greater range of protected characteristics (unfortunately, due to Covid-19 restrictions, we were unable to carry out anonymous monitoring for Spring 2020)**

**Religion (Percentages)**

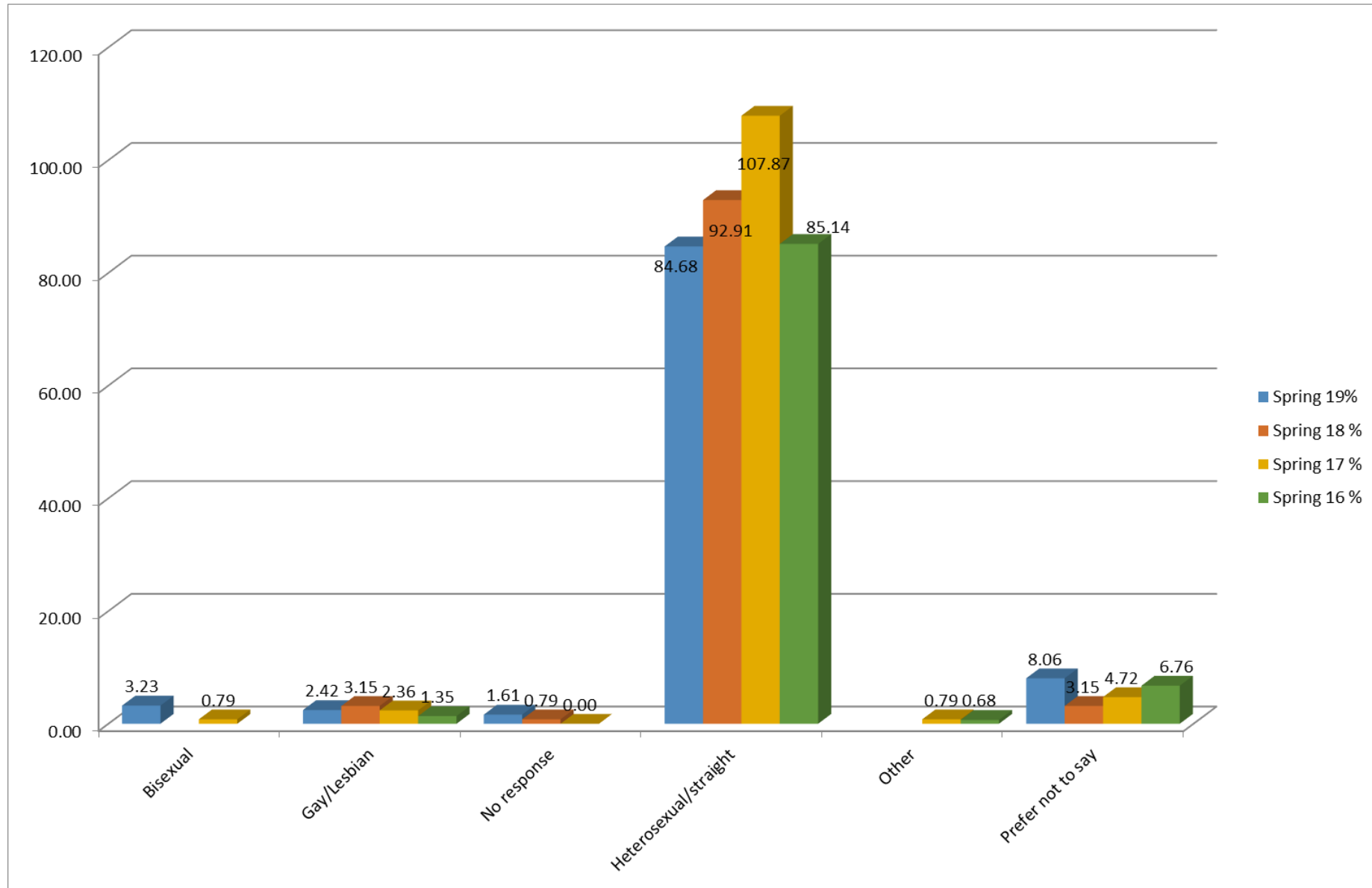
**83% of anonymous forms returned  
(2018: 74% 2017: 76%, 2016)**



## Marital status (percentages)



## Sexual orientation (percentages)



Numbers of staff on 1st January 2021 by gender, disability, ethnic origin and by mode and primary role

Mode	Primary role	Gender	Consider disabled	Ethnic Origin						Total number	
				Ethnic Groups				White			
				British Pakistani	White & Asian	Black Caribbean	English/Welsh/Scottish/Northern Irish/British	Irish	Any other White background		
Full-time	Teach	Male	1				17			18	
		Female	1				21			24	
	Support	Male	1				11			12	
		Female					6			6	
	All		3				55			60	
Part-time	Teach	Male					11			12	
		Female	1				19			22	
	Support	Male	2				6			8	
		Female	3				52			53	
	All		6				88			95	
Total	Teach	Male	1				28			30	
		Female	2				40			46	
	Support	Male	3				17			20	
		Female	3				58			59	
	All		9	1	1		143	2	8	155	
	%		5.8%	0.6%	0.6%		92.3%	1.3%	5.2%		

**Gender:** 60% (57% Jan 2020) of teaching staff are female. 43% of full-time teachers are male. 65% of part time teachers are female.

The SFCa Workforce Survey for the **Midlands area** (November 20) indicates 60% of teaching staff are female, 52% of full-time teachers are male and 75% of part time teachers are female. The AoC Workforce Data Survey 18-19 (published November 2020) states 64% of teaching staff are female.

75% (72% Jan 2020) of support staff are female. 67% of full time (full year) support staff are male (61% Jan 2020). 87% of part time support staff are female 82% Jan 2020).

The SFCa Workforce Survey indicates 50% of full time (full year) support staff nationally are female and 79% of part time support staff are female. The AoC Workforce Data Survey 18-19 (published November 2020) states 70% of support staff are female.

**Ethnicity:** 1.2% of staff are non-white (Jan 2020: 1%)

SFCA Workforce Survey (Nov 20): Nationally 91.1% of teaching staff are White

Statistics for Worcestershire indicate 7.6% of the population are non-white ie Asian, Black, Mixed or Other groups

**Disability:** 5.8% of staff consider themselves to have a disability (Jan 2020: 5.5%)

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 2021 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	
<b>Total</b>	<b>Teacher</b>	<b>Male</b>	1	3	9	10	7	30
		<b>Female</b>	1	1	15	21	8	46
	<b>Support Staff</b>	<b>Male</b>	2	3	2	7	4	20
		<b>Female</b>	1	6	15	15	22	59
	<b>All</b>		<b>5</b>	<b>13</b>	<b>41</b>	<b>53</b>	<b>41</b>	<b>2</b>
	<b>%</b>			<b>3%</b>	<b>8.5%</b>	<b>26.5%</b>	<b>34.5%</b>	<b>26.5%</b>

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 34.5% (Jan 2019: 36%).
- SFCA Workforce Survey November 20: The age group 31-40 and 41-50 both had the greatest proportion of teaching staff with 30%.

## Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2019-20

### Applications

	Total no. of internal applicants
2 teaching additional responsibilities/promotions	2 applicants
2 support additional responsibilities/promotions	2 applicants

Ethnicity 100% white

### Success

Opportunity	Total no. of successful internal applicants
2 teaching additional responsibilities/promotions	2 appointed
2 support additional responsibilities/promotions	2 appointed

Ethnicity 100% white

### Leavers 2019- 20

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 24 (30 during 2018-19), 50% female, 4.5% with a disability and Ethnicity 86.4% white
- Turnover for 2019-20 was 15.5% (2018-19: 18.9%).

- The AoC Workforce Data report for 2018-19 (published November 2020) gave an increase in turnover for all staff in FE of 18.2% (17.4% for 2017-18), 16.2% in the West Midlands area (17.2% for 2018-19).

## Pay

### **Average salary of full time and proportionate Teaching Staff by gender (excluding new SLT,) based on full time salaries as at 01.01.21**

- 68% (61% last year) of teachers on main scale are at the top point (point 9): 71% of these are female. 71% (70% last year) of part time teachers on point 9 are female.
- 7.1% (4.4% last year) of teaching staff receive the lowest salaries based on Points 1, 2 and 4, 60% of whom are male.
- Average salary for all teaching staff (using full time salary for the pay point): Female £40,025 Male £40,887
- 22 teachers receive additional payments: 6 male (average £2,682 and 16 female (average £2,335)

### **Average salary of support staff by gender based on full time salaries as at 01.01.21**

- 45% of support staff receive salaries based on grades 3-5, 71% of whom are female (76% of all support staff are female)
- 28% of support staff are on the lowest salaries (Point 14 & 15, 86% 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 £21,982; Male £24,027

**Numbers of staff recorded as attending training sessions during the academic year 2019–2020 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 2020'

				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			32	1	34	100%
		Female			38	5	45	100%
	Support	Male			19	3	22	100%
		Female			56	1	57	100%
	All		9	2	145	10	158	

**Formal grievances or complaints raised during the academic year 2019-20:** none

**Formal disciplinary and capability proceedings during the academic year 2019-20:** one

**Flexible working requests 2019-20**

One request made during this period

**Maternity and Adoption Leave:**

Number of staff on maternity/adoption leave as at 1<sup>st</sup> January 2021: None

Return from maternity/adoption leave during 2019-20: Two members of staff

**Requests for workplace adjustments related to a protected characteristic during the academic year 2019-20**

No requests made during this period