

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

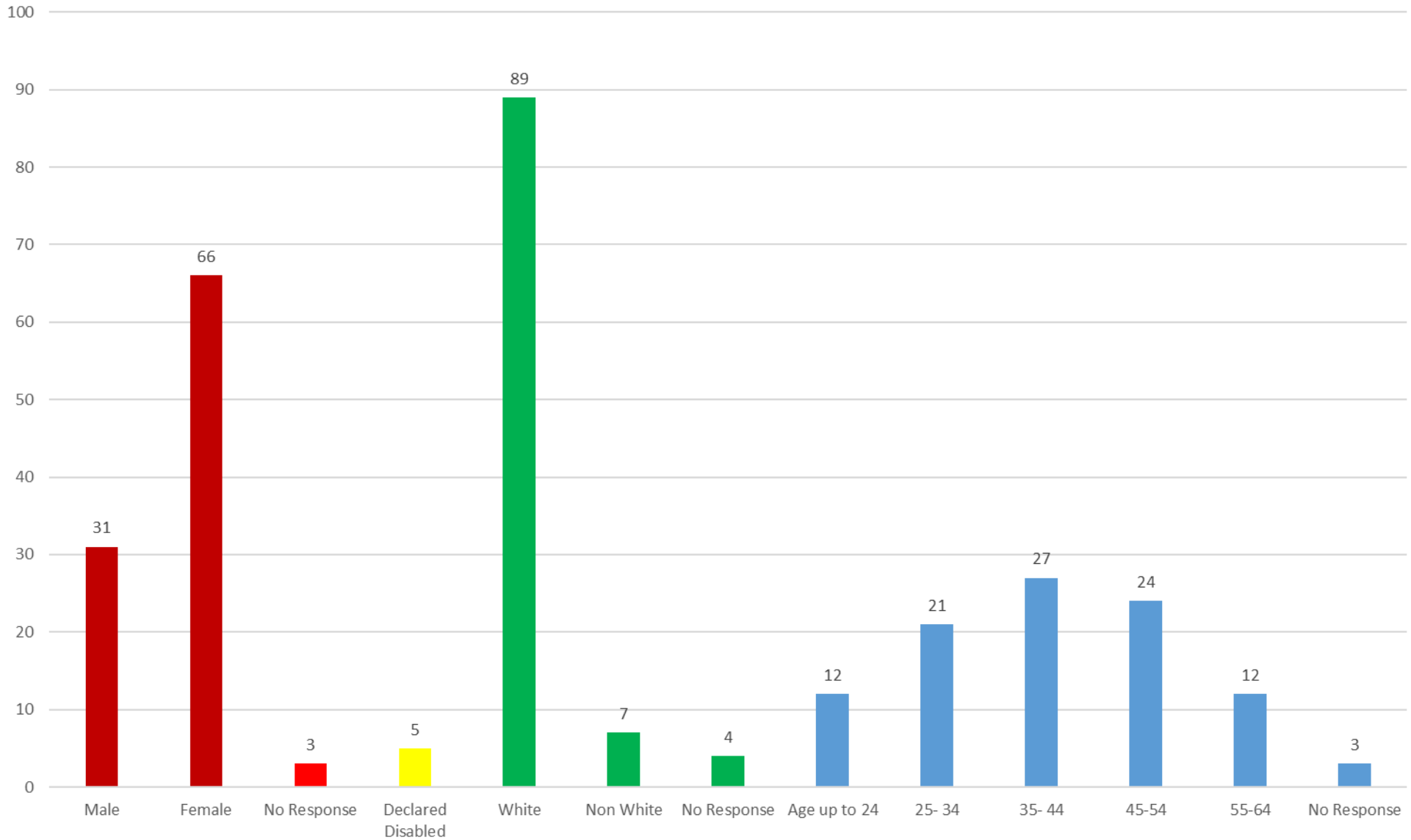
**Employee data as at 1<sup>st</sup> January 2022**

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.

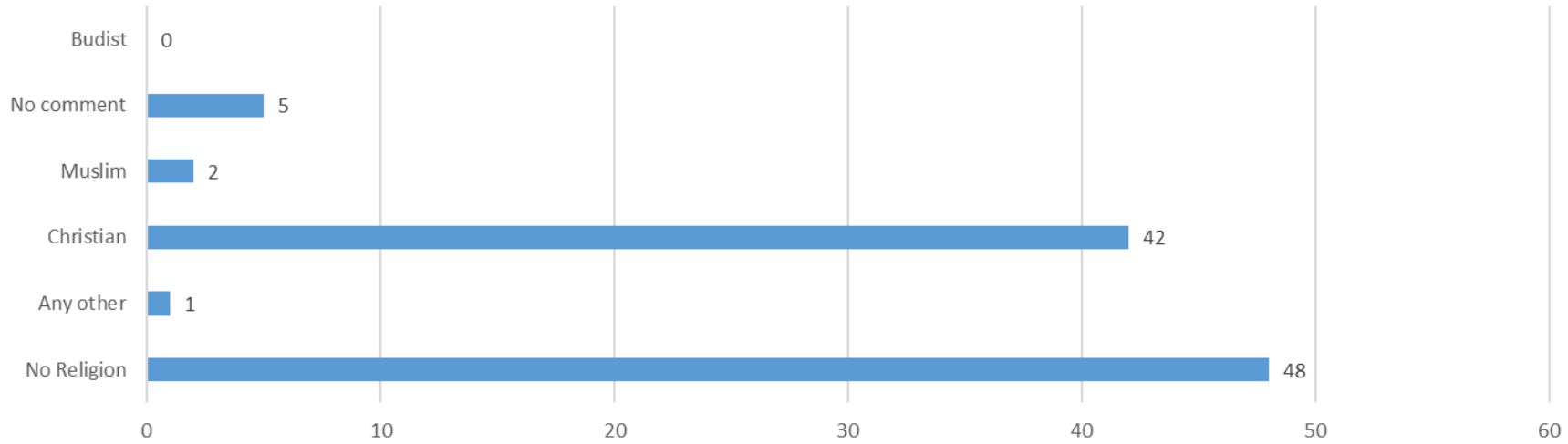
Mode	Gender	Numbers			FTEs			Distribution (%)			
		20/21	21/22	% change	20/21	21/22	% change	20/21		21/22	
								Numbers	FTEs	Numbers	FTEs
Full-time	Female	30	35	16.7	30	35	16.7	50%	50%	54%	54%
	Male	30	30	0.0	30	30	0.0	50%	50%	46%	61%
	<b>All</b>	<b>60</b>	<b>65</b>	<b>8.3</b>	<b>60</b>	<b>65</b>	<b>8.3</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>115%</b>
Part-time	Female	75	77	2.7	47.63	48.81	2.5	79%	83%	80%	81%
	Male	20	19	-5.0	9.91	11.53	16.3	21%	17%	20%	19%
	<b>All</b>	<b>95</b>	<b>96</b>	<b>1.1</b>	<b>57.54</b>	<b>60.34</b>	<b>4.9</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total	Female	105	112	6.7	77.63	83.81	8.0	68%	66%	70%	67%
	Male	50	49	156.0	39.91	41.53	4.1	32%	34%	30%	33%
	<b>All</b>	<b>155</b>	<b>161</b>	<b>3.9</b>	<b>117.54</b>	<b>125.34</b>	<b>6.6</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### Recruitment & Selection Monitoring - Applications Equal Opportunities Responses 2020-21 (%)

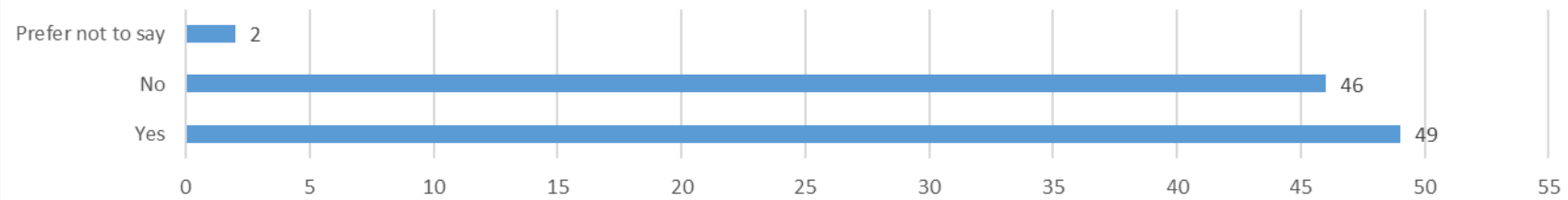


## Applications 2020-21 by religion and marital status

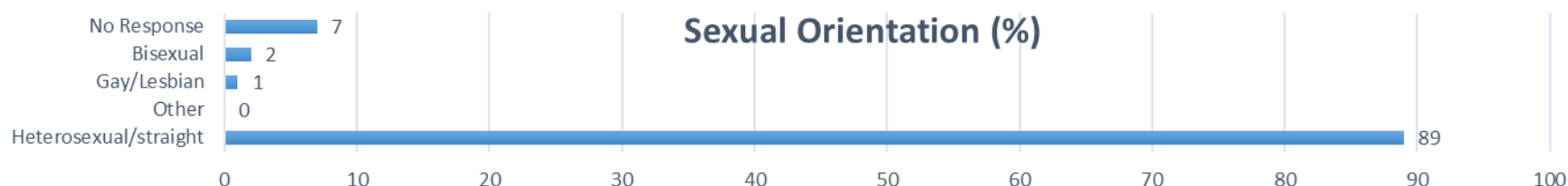
Religion (%)



Married or in a Civil Partnership? (%)



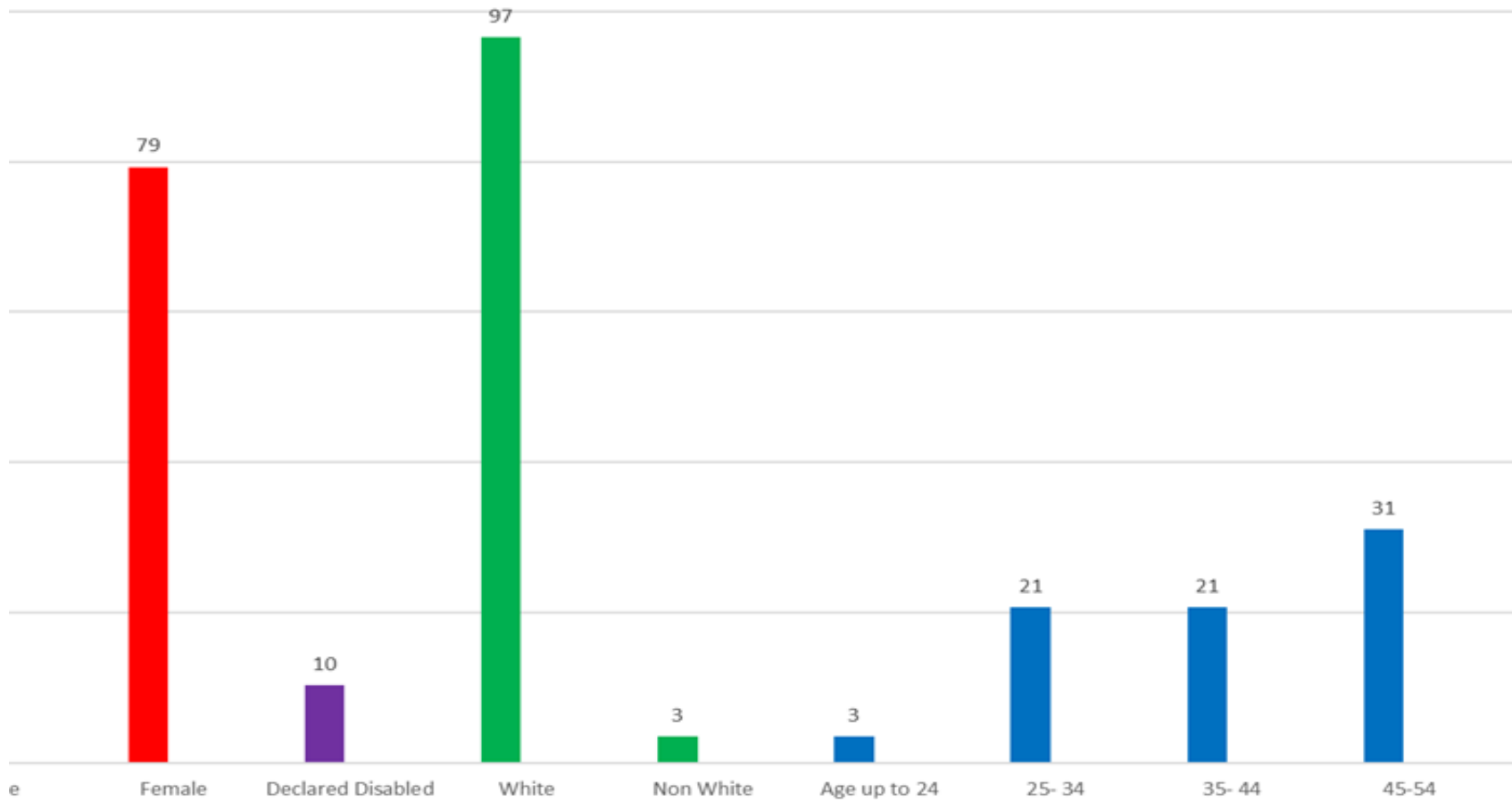
## Applications 2020-21 by Sexual Orientation (%)



## Applications for 2020-21

- **Gender** the proportion of female applicants was 66% quite a decrease from last year at 74% and less than the proportion of female employees as at Jan 22, 70%, and Jan 21, 68%.
- **Age** the age group 35-44 remains the greatest proportion of applicants, 27% which was the same as last year, although there is not much difference between this age group and the group 45-54 (24%). Age group 45-54 (34.57%) remains the highest group for employees as at Jan 22.
- **Disability** applicants who declared themselves as having a disability were 5%. A decrease to last years' applicants, but in line with actual employees (4.97% Jan 22 & 5.8% Jan 21)
- **Ethnicity** non-white applicants were 7%, lower than last year (12%), although much higher than employees (1.86% Jan 22 & 1.2% Jan 21)
- **Religion** greatest proportion of applicants were no religion 48%. Employee monitoring for Jan 22 showed that 50% of those staff responding to the survey stated no religion with Christian being 43%, a change from the previous survey carried out where Christian was the greatest proportion.
- **Marital status** greatest proportion of applicants were married at 49% the same as for employee completing the survey which was 51% , although the percentage of staff not married has continued to increase over the last few years.
- **Sexual Orientation** greatest proportion of applicants 'Heterosexual /Straight' 89 % , also the greatest proportion for employees at 88%

**Recruitment & Selection Monitoring  
Protected Characteristics from Staff Appointments 2020-21 (%)**

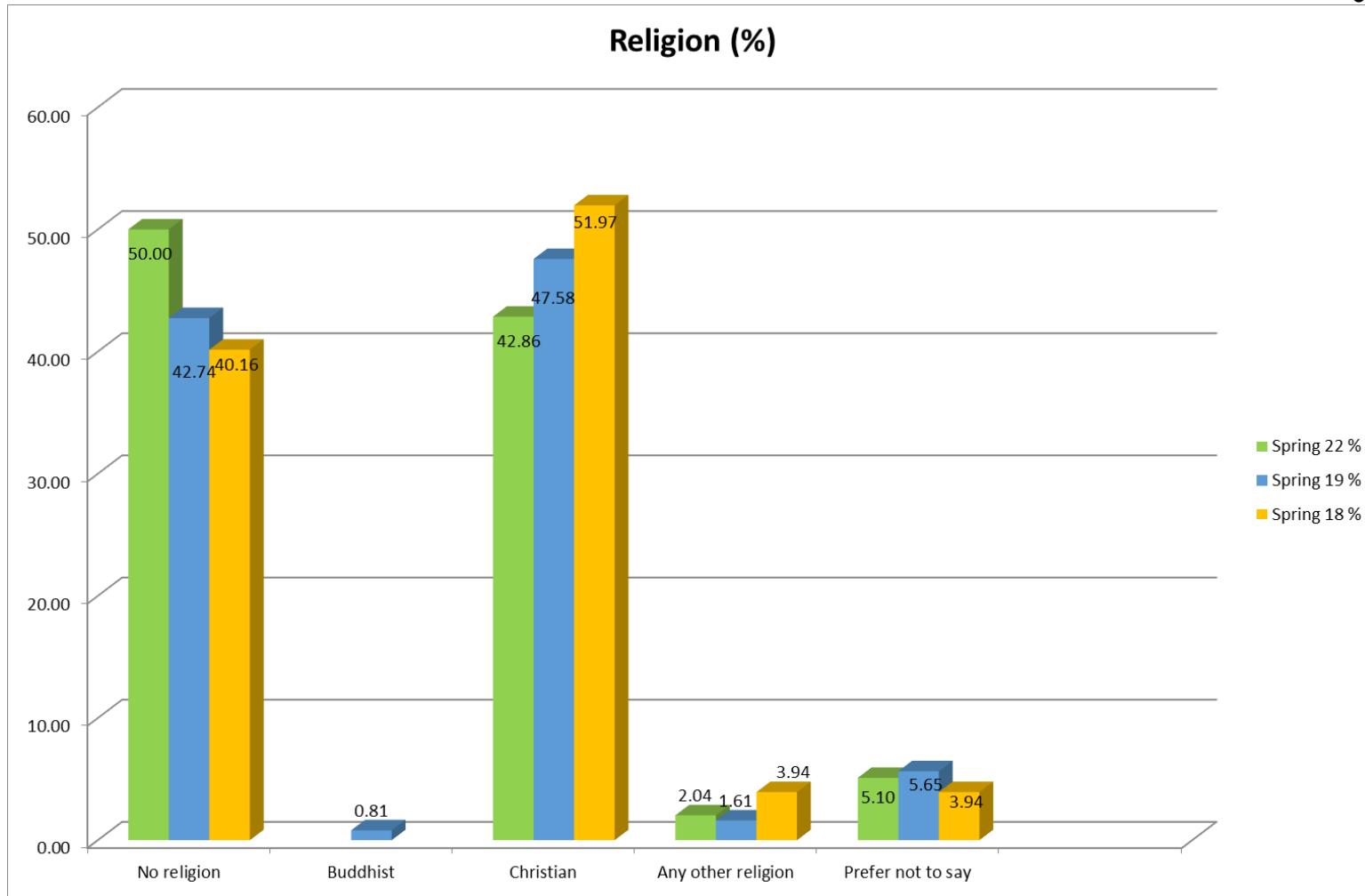


## Appointments for 2020-21

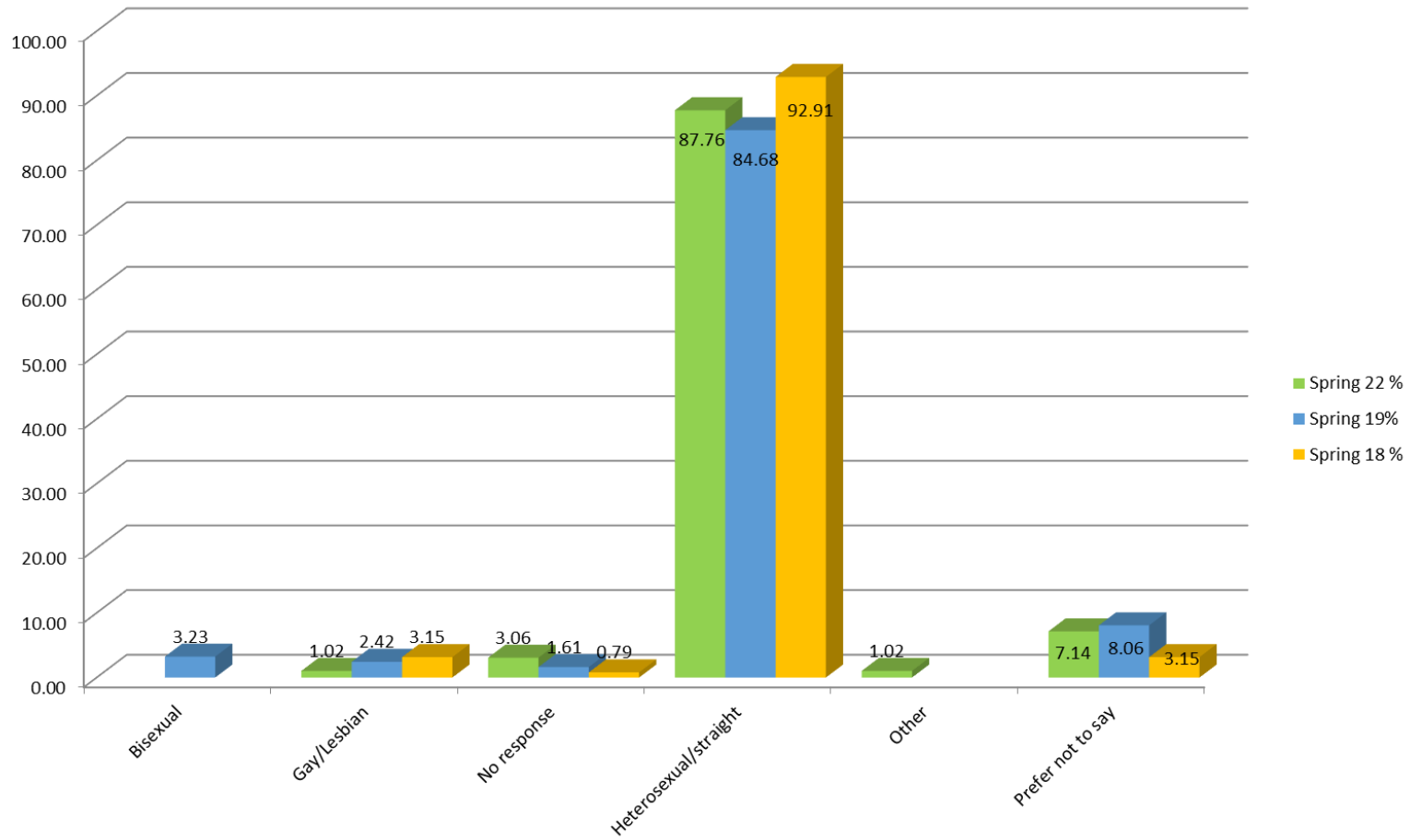
- Gender 79% of appointments were female – higher than the number of female employees at Jan 22 (70%) and Jan 21 (68%)
- Age the greatest number of appointments were in the age range 45 - 54 (31%) The age range 45 -54 also remains the highest for employees as at Jan 22 (34.57%) & Jan 21 (34.5%)
- Disability 10% of appointments declared a disability – employees declaring a disability at Jan 22 were 4.97% & Jan 21 were 5.8%
- Ethnicity 3% of the appointments for this year were non-white (none last year). The number of non-white employees at Jan 22 was 1.86% & Jan 21 was 1.2%

Anonymous Staff Equality Monitoring Data as at January 2022 used to report on a greater range of protected characteristics (unfortunately, due to Covid-19 restrictions, we were unable to carry out monitoring for Spring 2020 & Spring 2021). Anonymous electronic forms were introduced for 2022, with 60% of staff responding

60% of anonymous forms returned  
(2019:83% 2018: 74%)

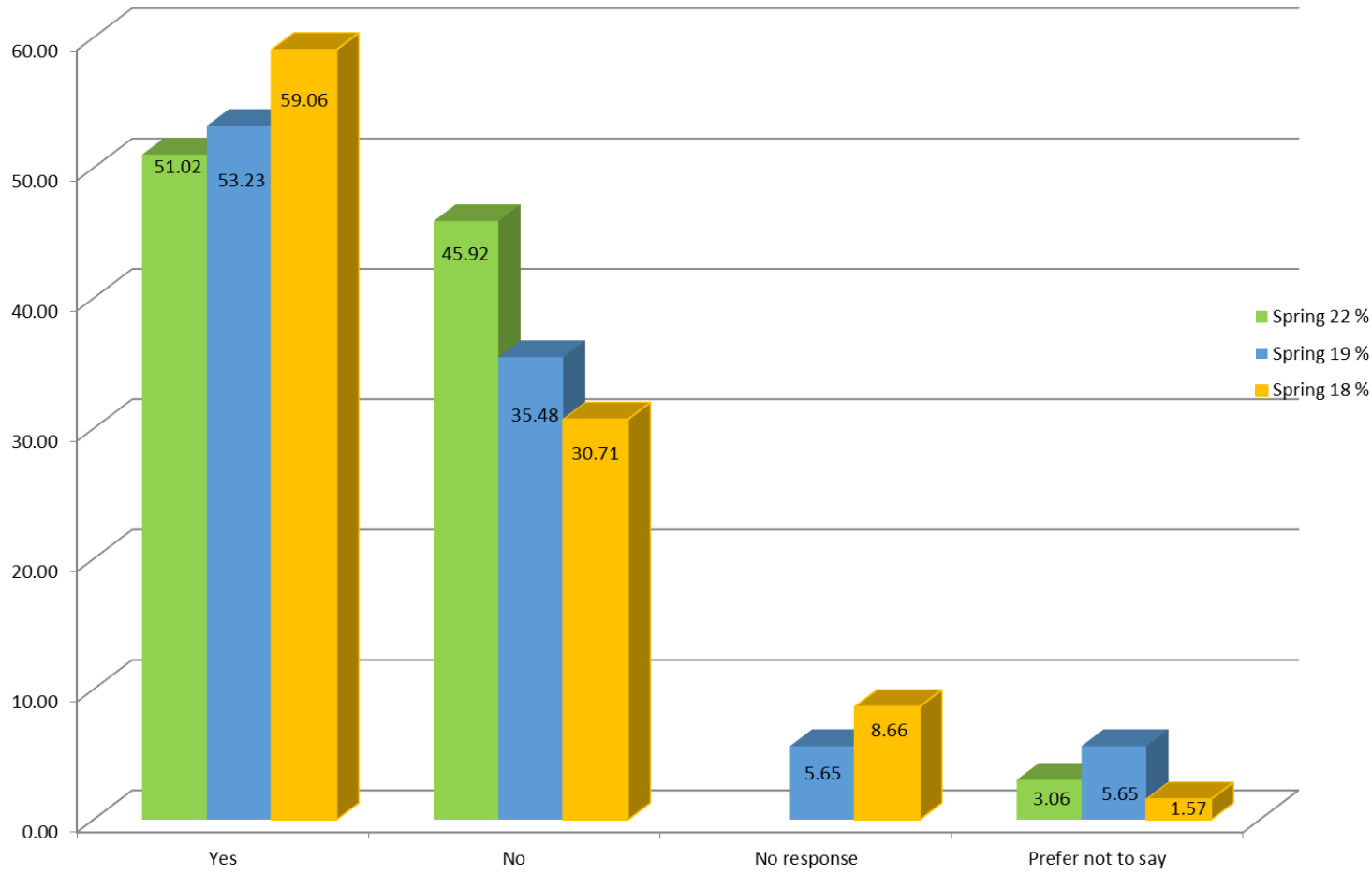


### Sexual Orientation (%)





### Marital Status (%)



**Numbers of staff on 1st January 2022 by gender, disability, ethnic origin and by mode and primary role**

Mode	Primary role	Gender	Considered Disabled	Ethnic Origin						
				Ethnic Groups			White			Total
				British Pakistani	White & Asian	British Indian	English/Welsh/Scottish/Northern Irish/British	Irish	Any other White background	
Total	Teach	Male	3	0	0	0	30	0	0	30
		Female	2	0	1	0	48	1	4	54
	Support	Male	2	0	0	0	18	0	1	19
		Female	1	1	0	1	54	0	2	58
	<b>All</b>		<b>8</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>150</b>	<b>1</b>	<b>7</b>	<b>161</b>
	%		<b>4.97</b>	<b>0.62</b>	<b>0.62</b>	<b>0.62</b>	<b>93.17</b>	<b>0.62</b>	<b>4.35</b>	

**Gender:** 64% (60% Jan 2021) of teaching staff are female. 40% of full-time teachers are male. 70% of part time teachers are female.

The SFCA Workforce Survey (September 21) indicates 62% of teaching staff are female, 47% of full-time teachers are male and 76% of part time teachers are female. The AoC Workforce Data Survey 19-20 (published November 2021) states 64% of teaching staff are female which is no change to the year before

75% (75% Jan 2021) of support staff are female. 61% of full time (full year) support staff are male (67% Jan 2021). 86% of part time support staff are female 87% Jan 2021).

The SFCA Workforce Survey indicates 72% of support staff nationally are female and 82% of part time support staff are female. The AoC Workforce Data Survey 19-20 (published November 2021) states 70% of support staff are female as last year.

**Ethnicity:** 1.86% of staff are non-white (Jan 2021: 1.2%)

SFCA Workforce Survey (Sept 21): Nationally 89.4% of teaching staff are White

**Disability:** 4.97% of staff consider themselves to have a disability (Jan 2021: 5.8%)

There was no comparable data on staff who consider themselves to have disabilities from SFCA, AoC or CIPD surveys. Data from the March 2011 census had been used in previous reports which had been available for Worcestershire in a document published by the Worcestershire Public Health Intelligence Team: Worcestershire Demographic Overview 2013. Data from the 2021 census should be available later in the year.

**Numbers of staff on 1st January 2022 by gender, age and by mode and primary role**

Mode	Primary role	Gender	Age							Total number
			Under 20 years	20 – 30 years	31 - 40 years	41 – 50 years	51 - 60 years	61 - 70 years	Over 70	
Total	Teacher	Male	0	5	5	9	11	1	0	31
		Female	0	4	10	22	16	2	0	54
	Support Staff	Male	0	3	2	8	5	0	1	19
		Female	0	3	14	15	20	6	0	58
	All		0	15	31	54	52	9	1	162
	%			0.00	9.26	19.14	33.33	32.10	5.56	0.62

- The age group 41-50 has the greatest proportion of staff with 33.54% (Jan 2021: 34.5%).
- SFCA Workforce Survey Sept 21: The age group 41-50 also had the greatest proportion of teaching staff with 30%.

- **Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2020-21**

**Applications**

	<b>Total no. of internal applicants</b>
7 teaching additional responsibilities/promotions	9 applicants
5 support additional responsibilities/promotions	5 applicants

Ethnicity 100% white

**Success**

<b>Opportunity</b>	<b>Total no. of successful internal applicants</b>
7 teaching additional responsibilities/promotions	7 appointed
4 support additional responsibilities/promotions	4 appointed

Ethnicity 100% white

**During 2020-21 we also appointed temporary staff to the roles of Covid Testing Assistants/Processors. Our existing casual invigilators were invited to apply together with friends/family of existing staff.**

## Leavers 2020- 21

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 27 (24 during 2019-20), 70% female, 7% with a disability and Ethnicity 88.9% white
- Turnover for 2020-21 was 17% (2019-20 15.5%).
- The AoC Workforce Data report for 2019-20 (published November 2021) showed a decrease in turnover for all staff in FE of 14.8% (18.2% for 2018-19), 14.2% in the West Midlands area (16.2% for 2018-19).

Numbers of staff recorded as attending training sessions during the academic year 2020–2021 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 2021'

				Ethnic Origin				
		Disability		Mixed/Multiple Ethnic Groups	White		Total Number	% attended training
Mode	Primary role	Gender	Consider disabled		English/Welsh/Scottish/Northern Irish/British	Irish and Any other White background		
Total	Teach	Male	1	1	28	1	30	100%
		Female	2	1	40	5	46	100%
	Support	Male	3		17	3	20	100%
		Female	3		58	1	59	100%
	All		9	2	143	10	155	

**Formal grievances or complaints raised during the academic year 2020-21:** one

**Formal disciplinary and capability proceedings during the academic year 2020-21:** one

**Flexible working requests 2020-21**

One request made during this period which the college was unable to accommodate

**Maternity and Adoption Leave:**

Number of staff on maternity/adoption leave as at 1<sup>st</sup> January 2022: one

Return from maternity/adoption leave during 2020-21: none

**Requests for workplace adjustments related to a protected characteristic during the academic year 2020-21**

No requests made during this period