

**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 1st January 2023

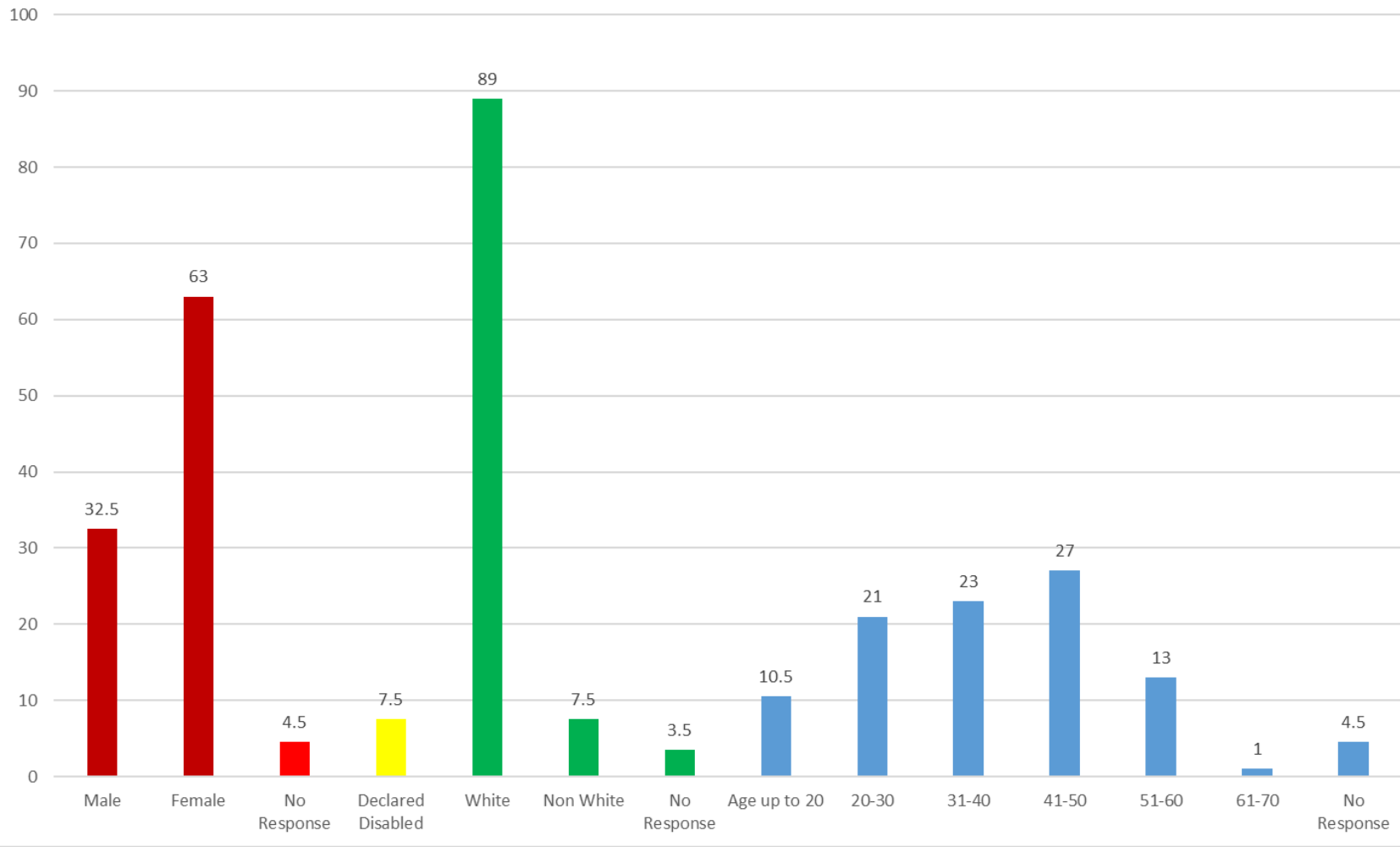
The information provided relates to the protected characteristics of employees and prospective employees, where these are known, and the data is published in accordance with the public sector Equality Duty.

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 1st January.

Numbers of staff and FTEs* with contractual hours on 1st January 2022 and 2023 by mode and gender

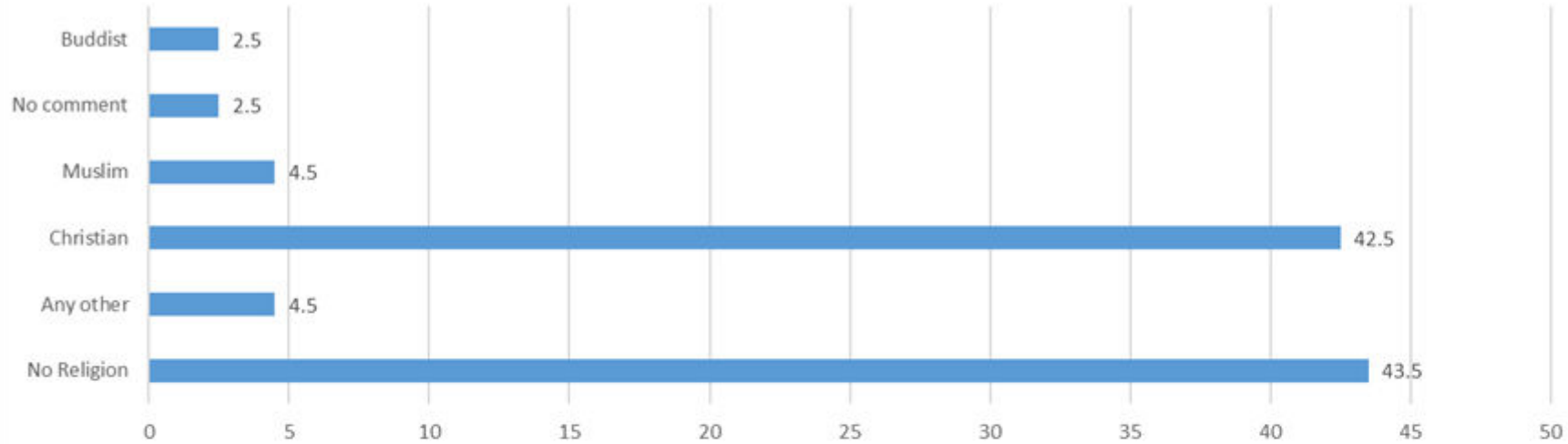
Mode	Gender	Numbers			FTEs			Distribution (%)			
		21/22	22/23	% change	21/22	22/23	% change	21/22		22/23	
								Numbers	FTEs	Numbers	FTEs
Full-time	Female	35	38	8.6	35	38	8.6	54%	54%	54%	54%
	Male	30	33	10.0	30	33	10.0	46%	46%	46%	46%
	All	65	71	9.2	65	71	9.2	100%	100%	100%	100%
Part-time	Female	77	80	3.9	48.81	53.33	9.3	79%	81%	81%	82%
	Male	20	19	-5.0	11.58	11.73	1.3	21%	19%	19%	18%
	All	97	99	2.1	60.39	65.06	7.7	100%	100%	100%	100%
Total	Female	112	118	5.4	83.81	91.33	9.0	69%	67%	69%	67%
	Male	50	52	156.0	41.58	44.73	7.6	31%	33%	31%	33%
	All	162	170	4.9	125.39	136.06	8.5	100%	100%	100%	100%

Recruitment & Selection Monitoring - Applications Equal Opportunities Responses 2021-22 (%)

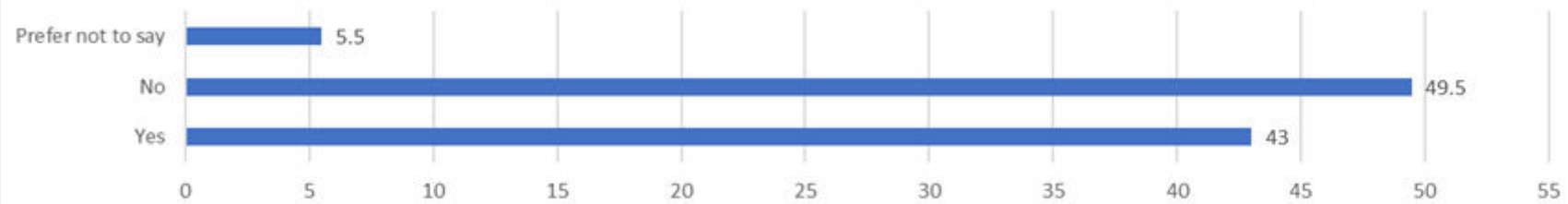


Applications 2021-22 by religion and marital status

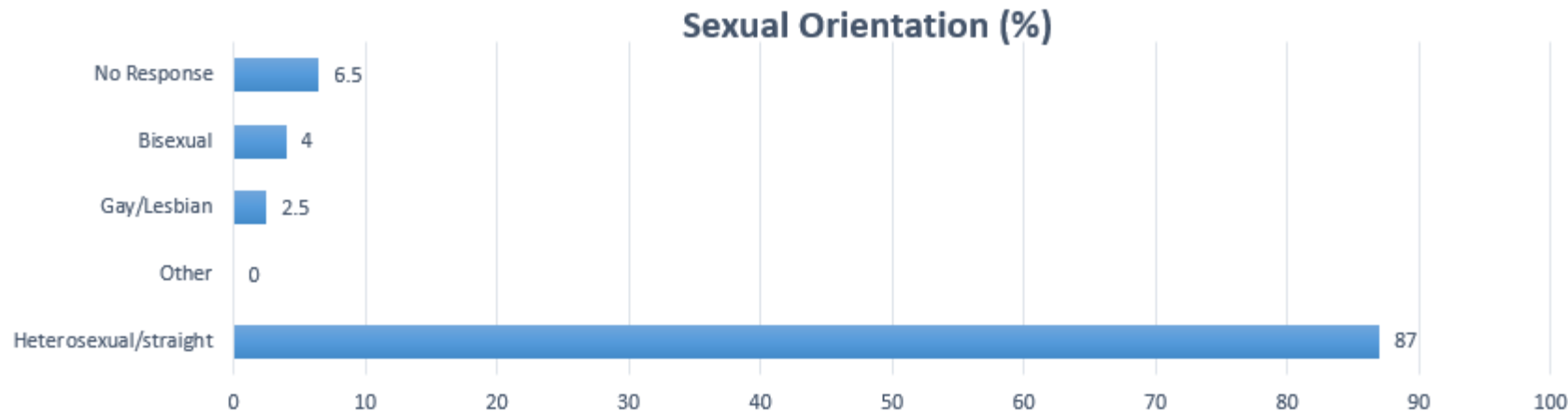
Religion (%)



Married or in a Civil Partnership? (%)



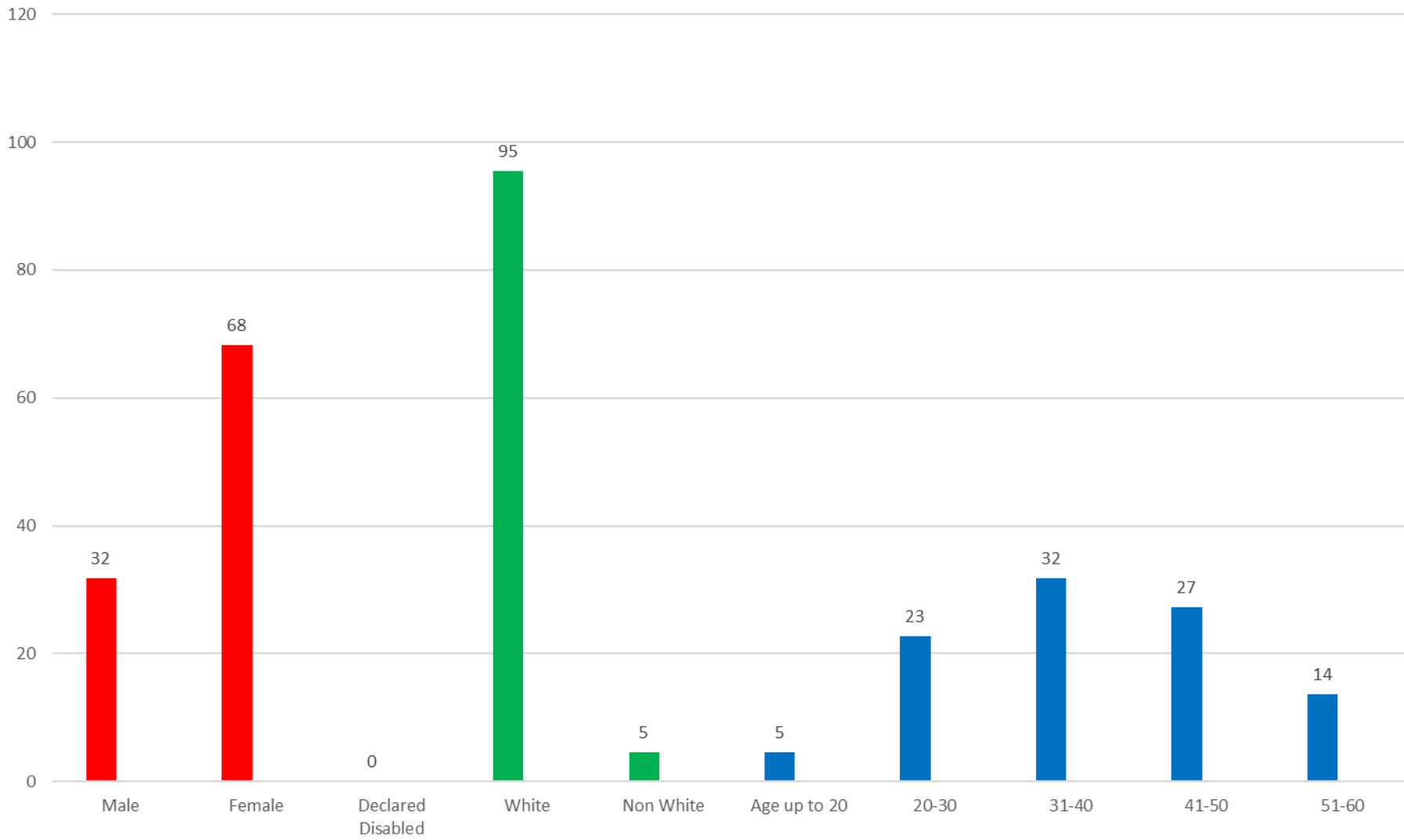
Applications 2021-22 by Sexual Orientation (%)



Applications for 2021-22

- Gender** the proportion of female applicants was 63% similar to last year at 66% and less than the proportion of female employees as at Jan 23 69% and Jan 22, 70%.
- Age** the age group 41-50 shows the greatest proportion of applicants at 27% this has changed from last year when it was the 31-40, age group. Age group 51-60 (32.94%) has the highest group for employees as at Jan 23, previously the age group 41-50.
- Disability** applicants who declared themselves as having a disability were 7.5%. An increase to last years' applicants and higher than actual employees (5.88% Jan 23, 4.97% Jan 22)
- Ethnicity** non-white applicants were 7.5%, similar to last year at 7%, although much higher than actual employees (2.95% Jan 23 and 1.86% Jan 22)
- Religion** greatest proportion of applicants were in the category no religion with 43.5%, but close to the category Christian which had 42.5%. Employee monitoring for Jan 23 showed that 48% of those staff responding to the survey stated no religion with Christian being 43%. This was similar to responses last year.
- Marital status** greatest proportion of applicants were in the category 'no' with 49.5%. This has changed compared to last year where the highest category was 'yes'. Employee monitoring for Jan 23 showed a decrease in this category, with the highest category being 'yes' with 53%
- Sexual Orientation** the greatest proportion of applicants in this category remained the same - 'Heterosexual /Straight' with 87%, also the greatest proportion for employees with 81%
- /Straight'** 89 %, also the greatest proportion for employees at 88%

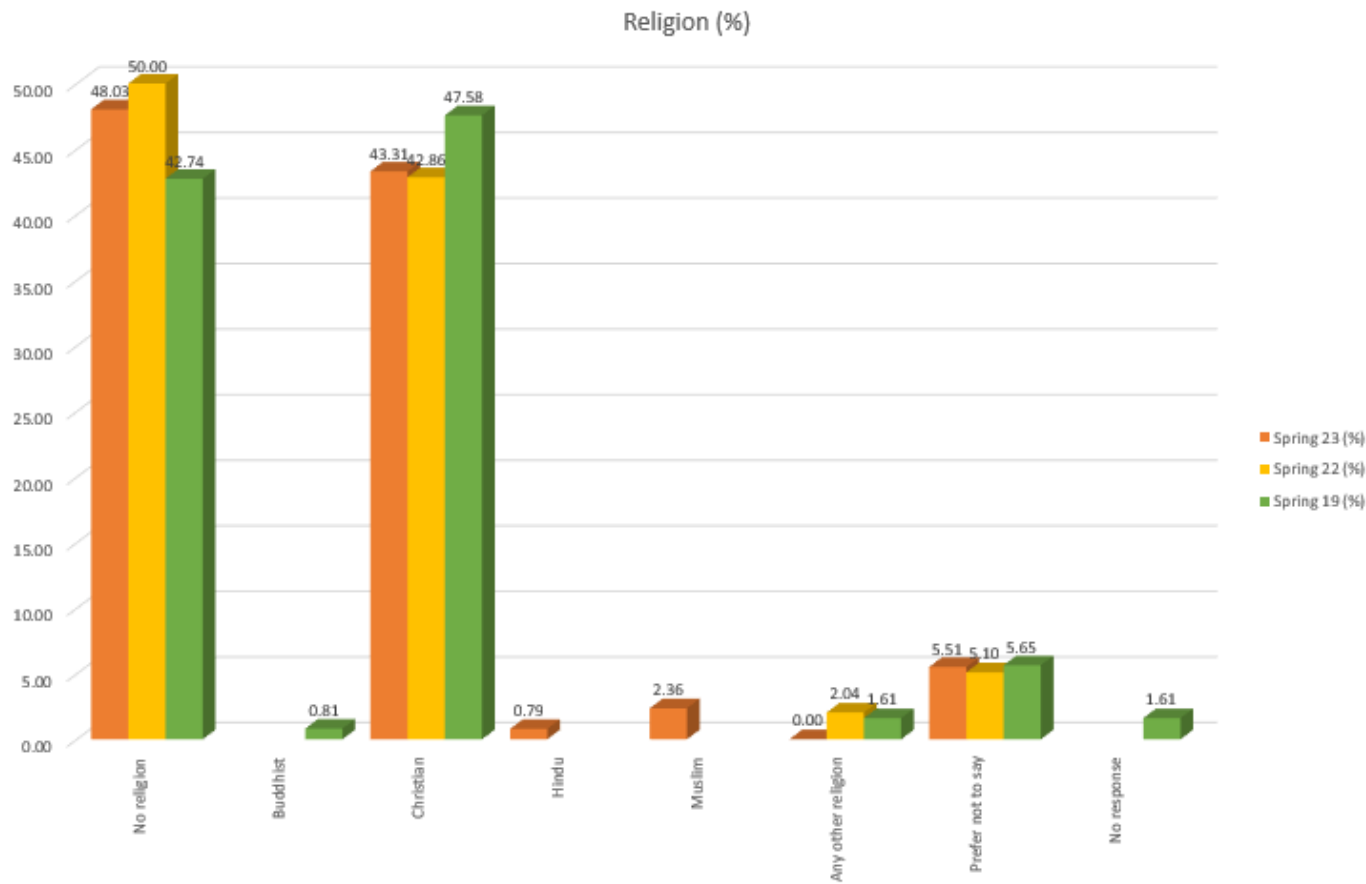
Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2021-22 (%)



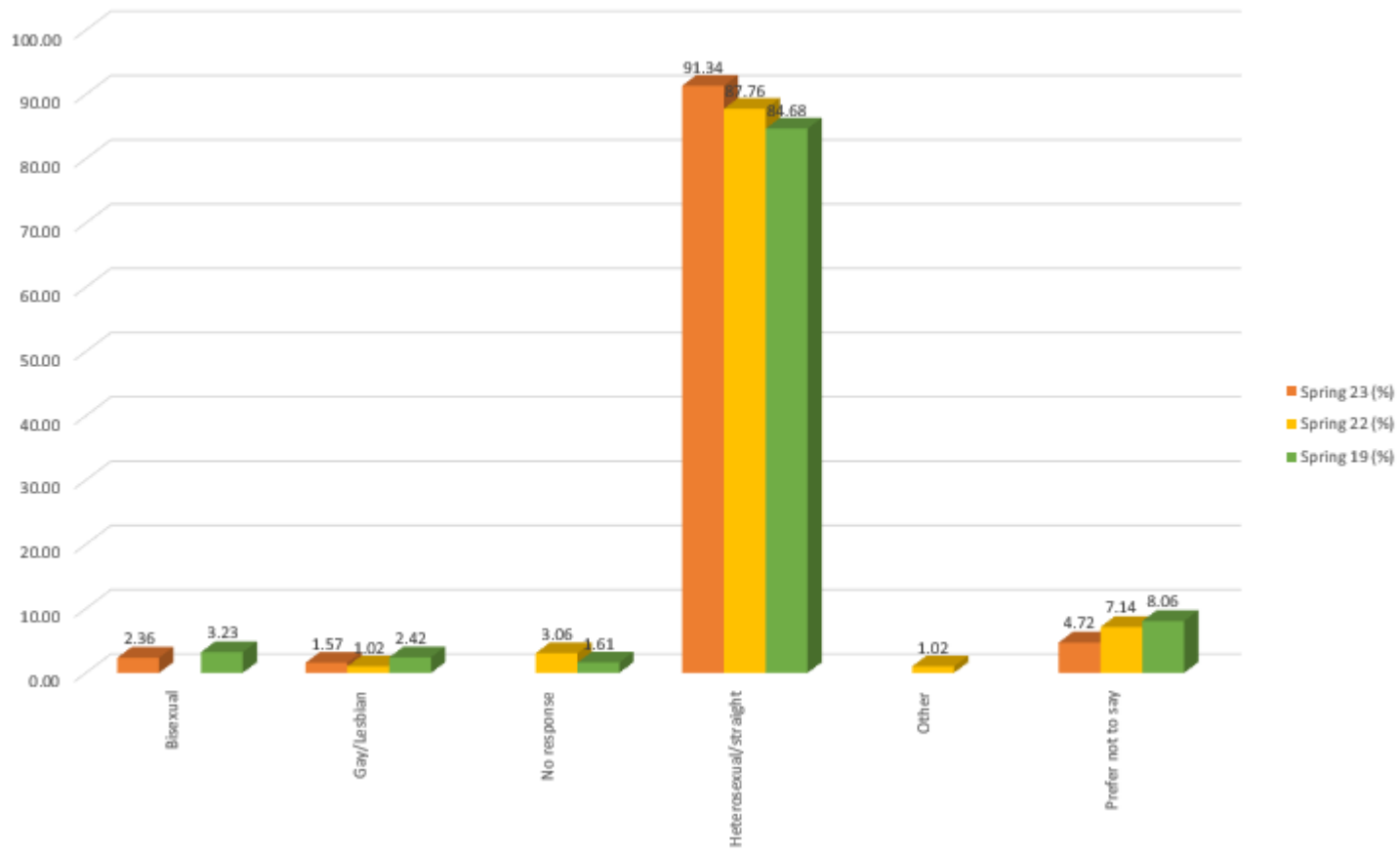
Appointments for 2021-22

- Gender 68% of appointments were female, a reduction to last year at 79%. As at Jan 23 the percentage of female employees was 69% (Jan 22 (70%))
- Age the greatest number of appointments were in the age range 31-40 (32%) The age range 51-60 is the highest for employees as at Jan 23, a change from previous years when it was 41-50.
- Disability None of the appointments made declared a disability – employees declaring a disability at Jan 23 were 5.88% and 4.97% in Jan 22
- Ethnicity 5% of the appointments for this year were non-white (an increase of 2% compared to last year). The number of non-white employees Jan 23 was 2.95% an increase from Jan 22 which was 1.86%

Anonymous Staff Equality Monitoring Data as at January 2023 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). 75% of staff responded to the anonymous electronic forms returned for Jan 2023, 60% Jan 2022)



Sexual Orientation (%)



Marital Status (%)

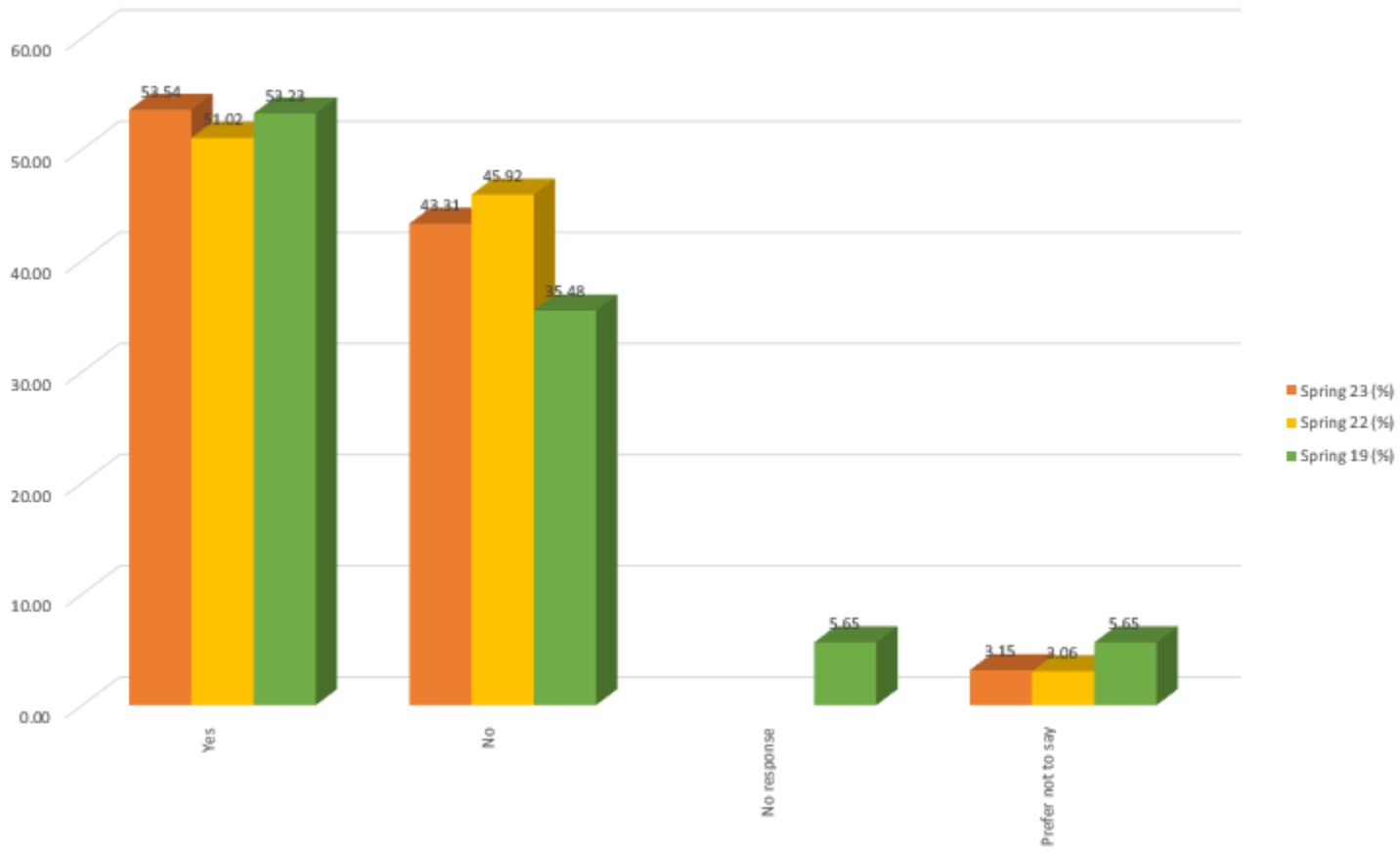


Table 2: Numbers of staff on 1st January 2023 by gender, disability, ethnic origin and by mode and primary role

Mode	Primary role	Gender	Considered Disabled	Ethnic Origin						Total
				Ethnic Groups			White			
				Asian Pakistani	White & Asian	British Indian	English/Welsh/Scottish/Northern Irish/British	Irish	Any other White background	
Total	Teach	Male	3		1		31			32
		Female	2	1	1	1	50	1	4	58
	Support	Male	3				19		1	20
		Female	2			1	57		2	60
	All		10	1	2	2	157	1	7	170
	%		5.88	0.59	1.18	1.18	92.35	0.59	4.12	

Gender: 56% of teachers are full-time. 60% of full-time teachers and 70% of part time teachers are female. 64% of all teachers are female.

The SFCA Workforce Survey (September 22) indicates 62% of teachers are full-time 53% of full-time teachers are female and 77% of part time teachers are female. The AoC Workforce Data Survey 20-21 (published November 2022) states 59% of all teachers are female.

75% of support staff are female. 26% of support staff are full-time full year and 88% part-time support staff are female. 75% of all support staff are female.

The SFCA Workforce Survey indicates 72% of support staff nationally are female, 28% of support staff are full-year and 83% of part time support staff are female. The AoC Workforce Data Survey 20-21 (published November 2022) states 70% of support staff are female

Ethnicity: 2.95% of staff are non-white, an increase from last year which was 1.86% in Jan 22

SFCA Workforce Survey (Sept 22): Nationally 87.4% of teaching staff are White (89.4% last year)

Disability: 5.88% of staff consider themselves to have a disability (Jan 2022: 4.97%)

There was no comparable data on staff who consider themselves to have disabilities from SFCA, AoC or CIPD surveys. Data from the 2021 census states the proportion of disabled people has decreased between the censuses from 19.3% in 2011 to 17.7% although the number of disabled people has risen.

Numbers of staff on 1st January 2023 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		3	8	8	12	2		33
		Female		5	9	19	20	4		57
	Support Staff	Male		5	2	6	5	2		20
		Female		4	15	16	19	6		60
	All		0	17	34	49	56	14	0	170
	%			10.00	20.00	28.82	32.94	8.24		100.00

- The age group 51-60 has the greatest proportion of teaching staff 35.5%, previously this has been 41-50
- SFCA Workforce Survey Sept 22: also shows the age group of 51-60 as the greatest proportion of teaching staff this year with 30%. The survey last year showed the age group 41-50.

- Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2021-22

Applications

	Total no. of internal applicants
5 teaching additional responsibilities/promotions	7 applicants
3 support additional responsibilities/promotions	3 applicants

Ethnicity 100% white

Success

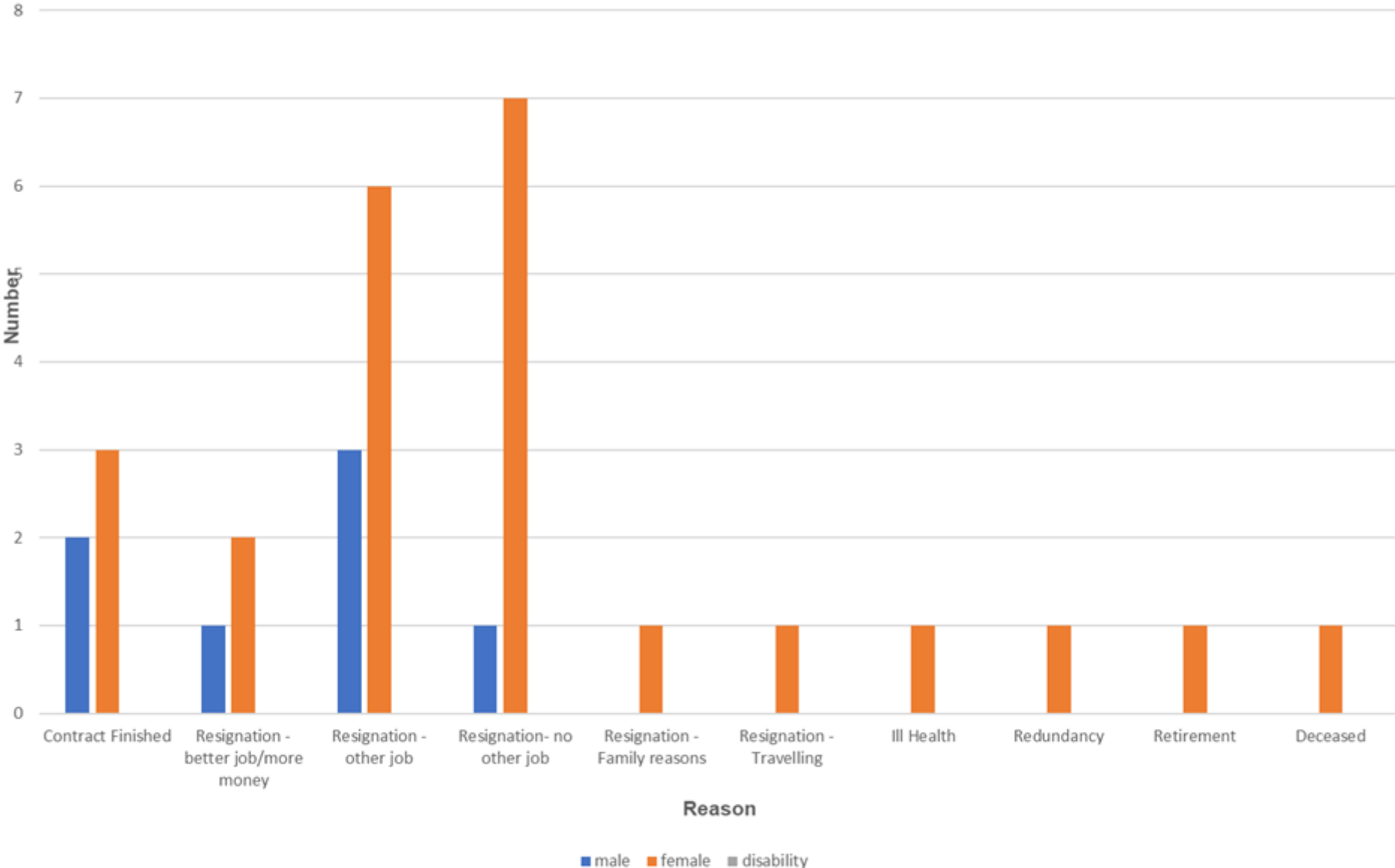
Opportunity	Total no. of successful internal applicants
5 teaching additional responsibilities/promotions	5 appointed
3 support additional responsibilities/promotions	3 appointed

Ethnicity 100% white

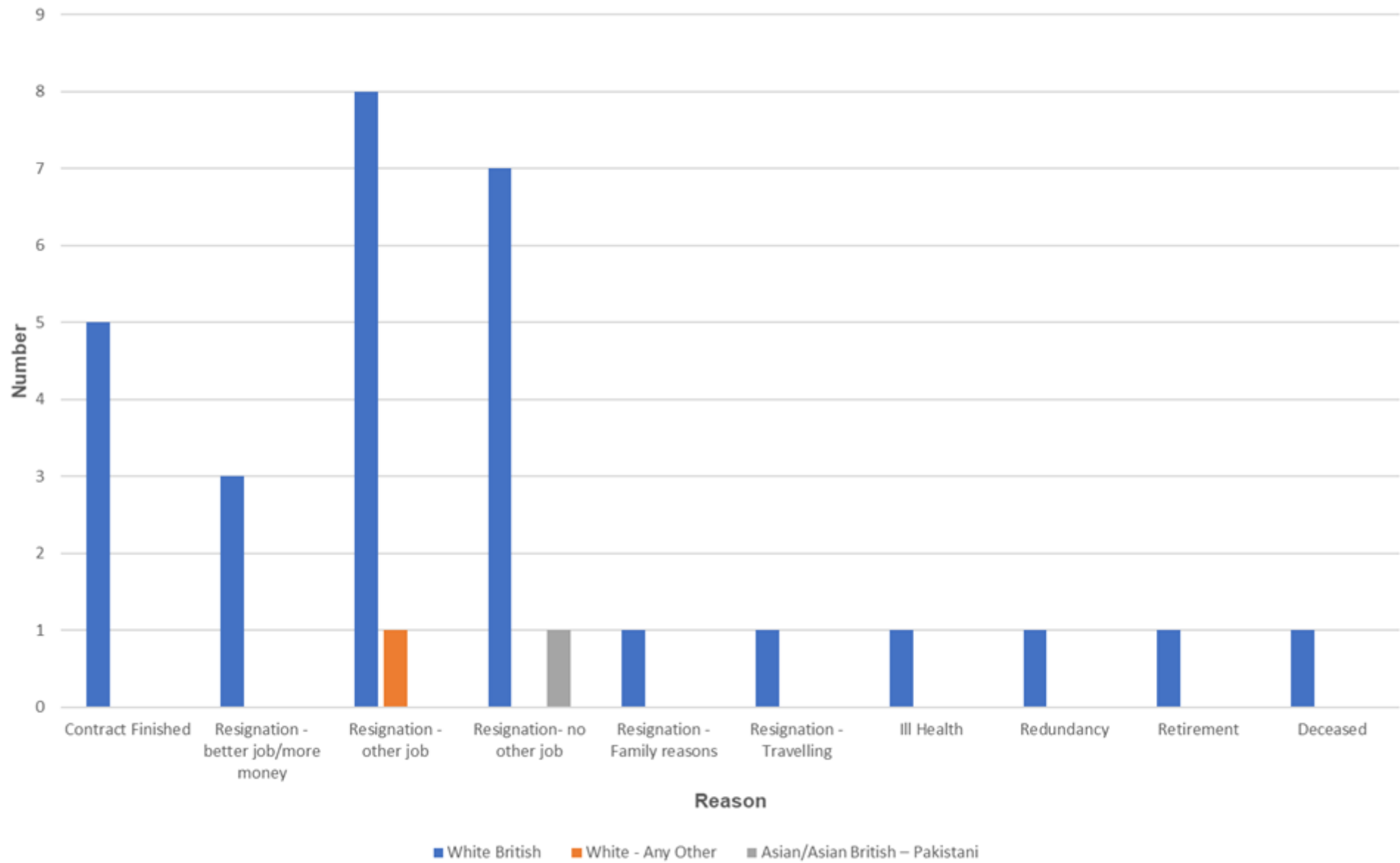
Leavers 2021- 22

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 31 (27 during 2020-21), 77% female, none with disabilities and Ethnicity 96.7% white
- Turnover for 2021-22 was 18% (2020-21 was 17%).
- The AoC Workforce Data report for 2020-21 (published November 2022) showed an increase in turnover for all staff in FE of 17.8% (14.8% for 2019-20), with 15.3% in the Midlands & Eastern region which was the lowest area in their survey (14.2% for 2019-20).

Reason for leaving: All Staff by Gender and Disability 2021-22



Reason for Leaving: All Staff by Ethnicity 2021-22



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 2022’

				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	3		31		31	100%
		Female	2	1	48	5	546	100%
	Support	Male	2		18	1	19	100%
		Female	1	2	54	2	58	100%
	All		8	3	151	8	162	

Formal grievances or complaints raised during the academic year 2021-22: one

Formal disciplinary and capability proceedings during the academic year 2021-22: none

Flexible working requests 2021-22

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

Maternity and Adoption Leave:

Number of staff on maternity/adoption leave as at 1st January 2023: one

Return from maternity/adoption leave during 2021-22: one

Requests for workplace adjustments related to a protected characteristic during the academic year 2021-22

No requests made during this period