

**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 2024

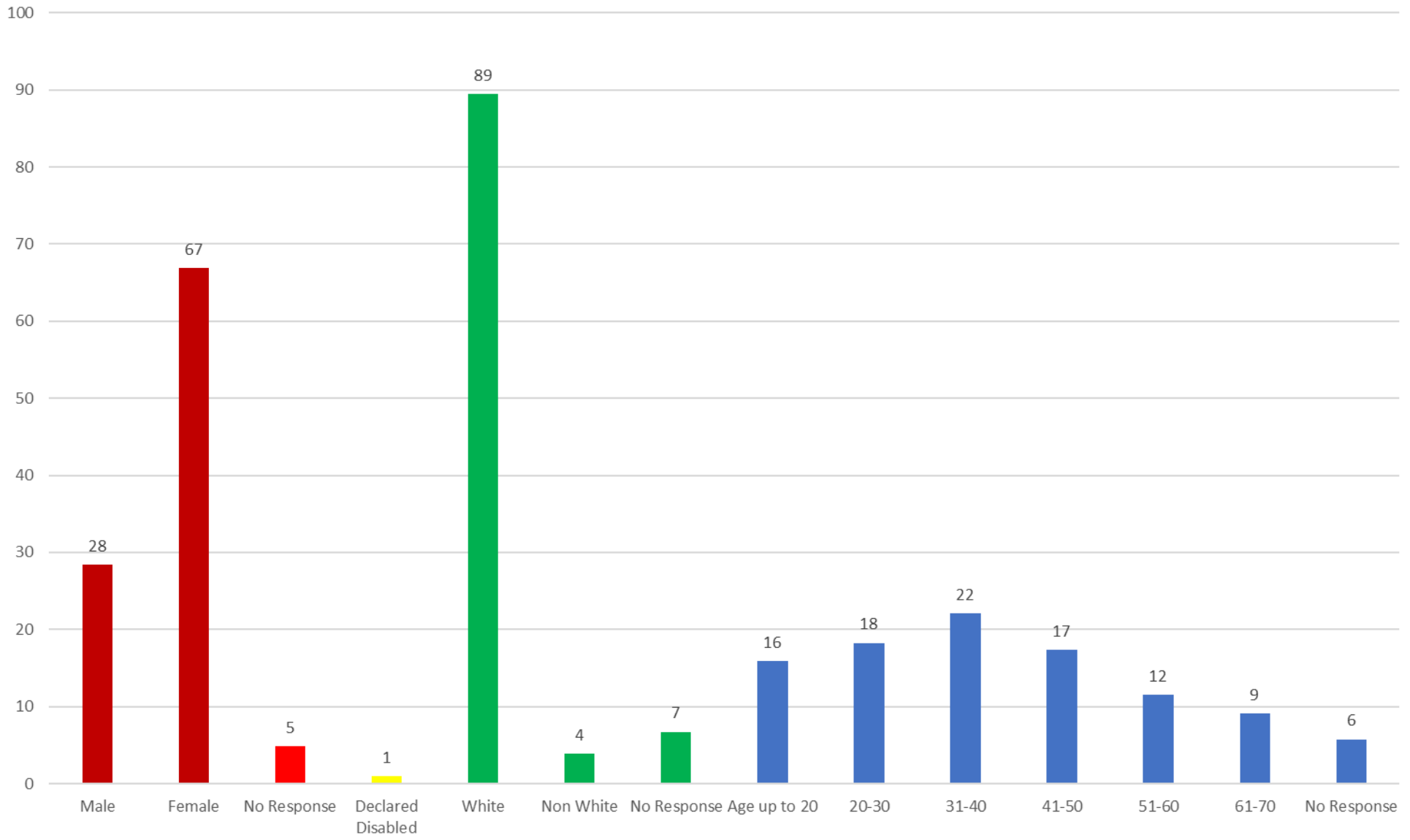
The information provided relates to the protected characteristics of employees and prospective employees, where these are known, and the data is published in accordance with the public sector Equality Duty.

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 2023 and 2024 by mode and gender

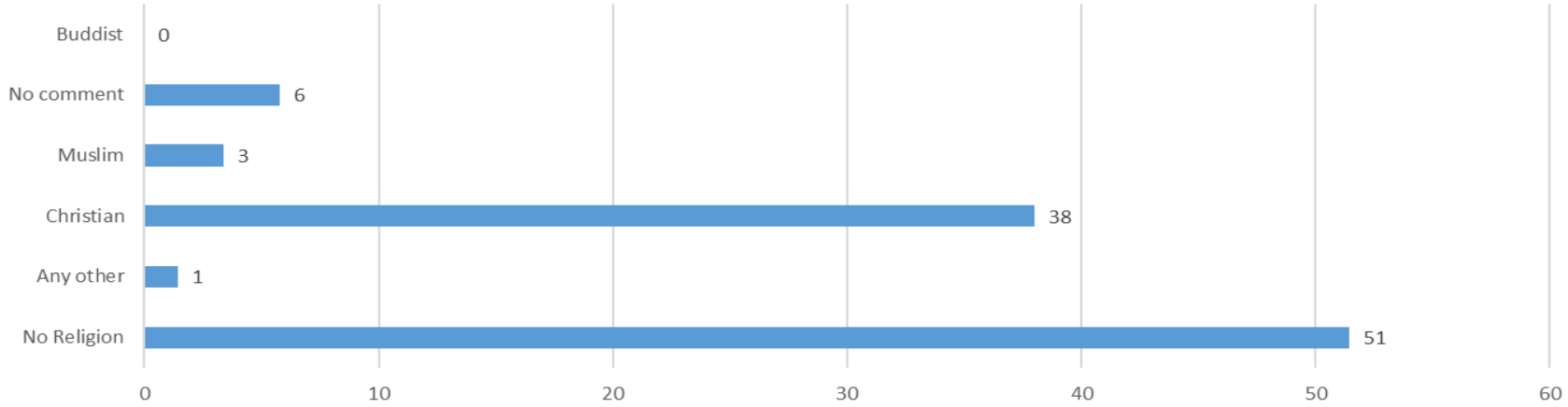
Mode	Gender	Numbers			FTEs			Distribution (%)			
		22/23	23/24	% change	22/23	23/24	% change	22/23		23/24	
								Numbers	FTEs	Numbers	FTEs
Full-time	Female	38	41	7.9	38	41	7.9	54%	54%	54%	54%
	Male	33	35	6.1	33	35	6.1	46%	46%	46%	46%
	All	71	76	7.0	71	76	7.0	100%	100%	100%	100%
Part-time	Female	80	88	10.0	53.33	60.37	13.2	81%	82%	83%	87%
	Male	19	18	-5.3	11.73	8.77	-25.2	19%	18%	17%	13%
	All	99	106	7.1	65.06	69.14	6.3	100%	100%	100%	100%
Total	Female	118	129	9.3	91.33	101.4	11.0	69%	67%	71%	70%
	Male	52	53	1.9	44.73	43.77	-2.1	31%	33%	29%	30%
	All	170	182	7.1	136.06	145.1	6.7	100%	100%	100%	100%

Recruitment & Selection Monitoring - Applications Equal Opportunities Responses 2022-23 (%)

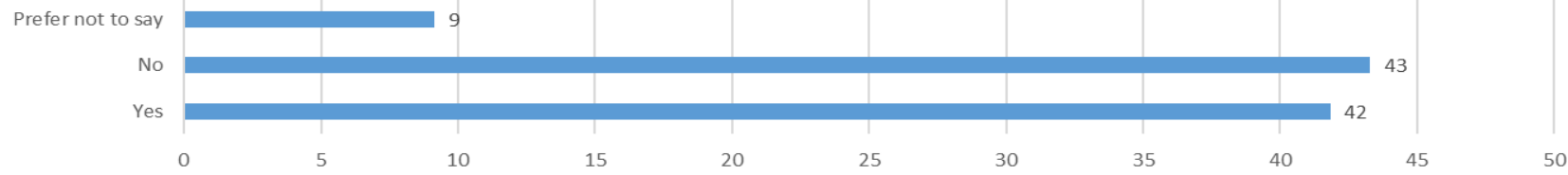


Applications 2022-23 by religion and marital status

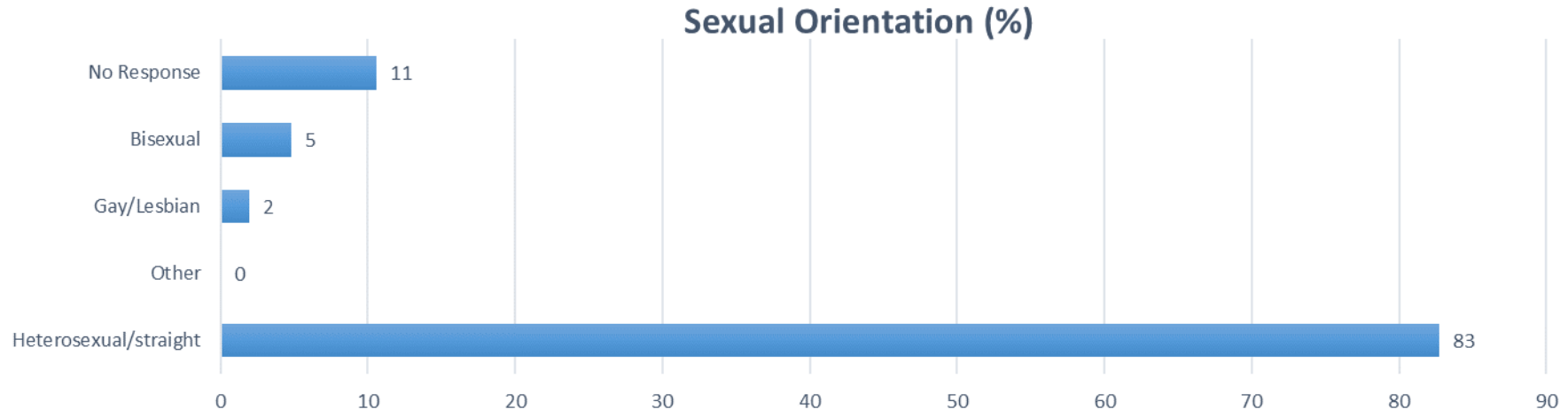
Religion (%)



Married or in a Civil Partnership? (%)



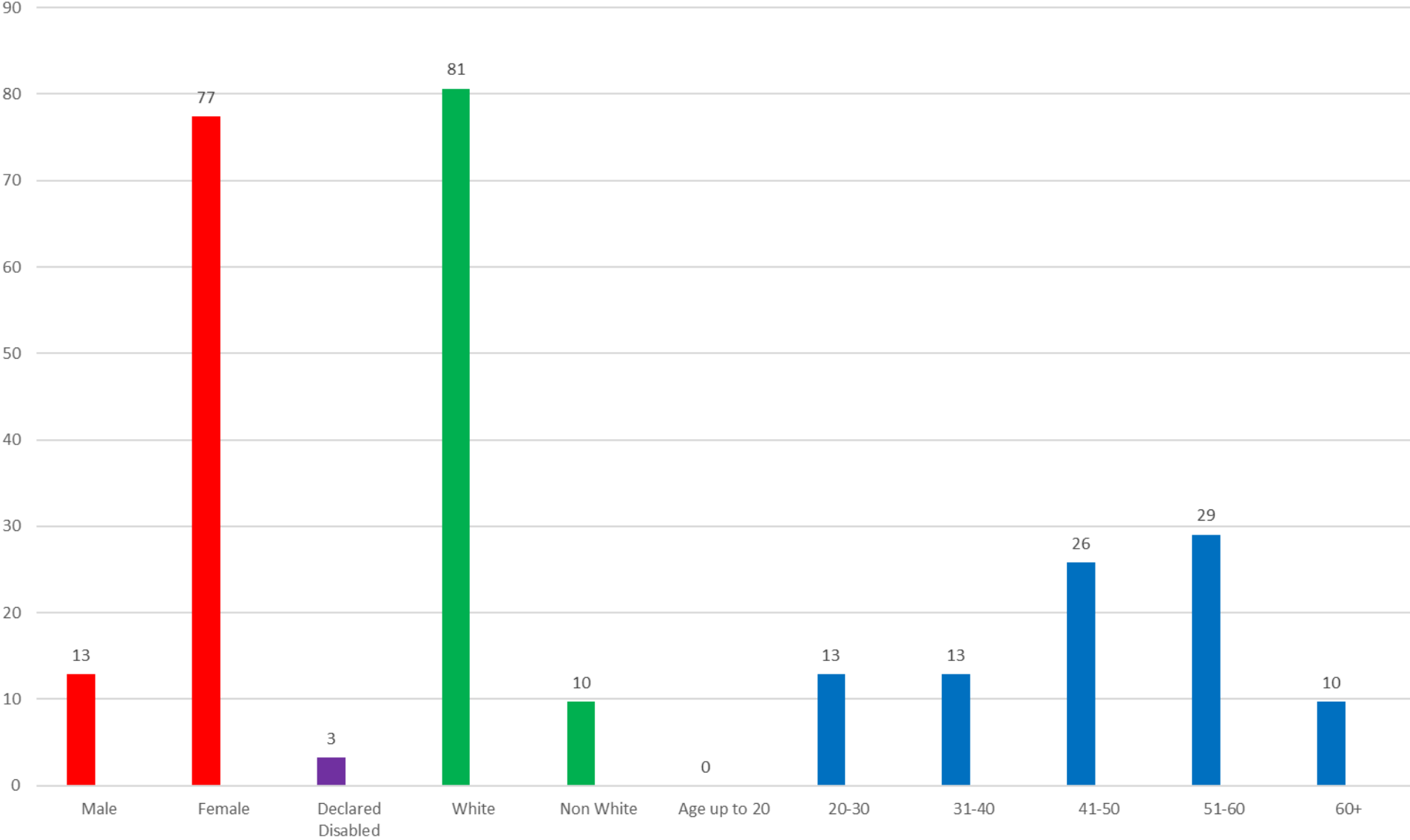
Applications 2022-23 by Sexual Orientation (%)



Applications for 2022-23

- Gender the proportion of female applicants was 67% a slight increase to last year at 63% and less than the proportion of female employees as at Jan 24 71% and Jan 23, 69%.
- Age the age group 31-40 shows the greatest proportion of applicants at 22% this has changed from last year when it was the 41-50 age group. Age group 51-60 (35%) has the highest group for employees as at Jan 24, which was the same as last year.
- Disability applicants who declared themselves as having a disability were 1%. A decrease to last years' applicants and lower than actual employees 3.85% Jan 24, 5.88% Jan 23)
- Ethnicity non-white applicants were 4%, lower than last year at 7.5%, although much higher than actual employees (2.22% Jan 24 and 2.95% Jan 23)
- Religion greatest proportion of applicants were in the category no religion with 51.44% the same as last year, with the next category being Christian with 37.98%. Employee monitoring for Jan 24 showed that 33% of those staff responding to the survey stated no religion with Christian being 41%. This was similar to responses last year.
- Marital status greatest proportion of applicants were in the category 'no' with 43.27%, the same category as last year which was slightly higher at 49.5%. Employee monitoring for Jan 24 showed a decrease in this category of those staff who responded, with the highest category being 'yes' with 59%.
- Sexual Orientation the greatest proportion of applicants in this category remained the same - 'Heterosexual /Straight' with 87%, also the greatest proportion for employees who responded with 74%.

Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2022-23 (%)

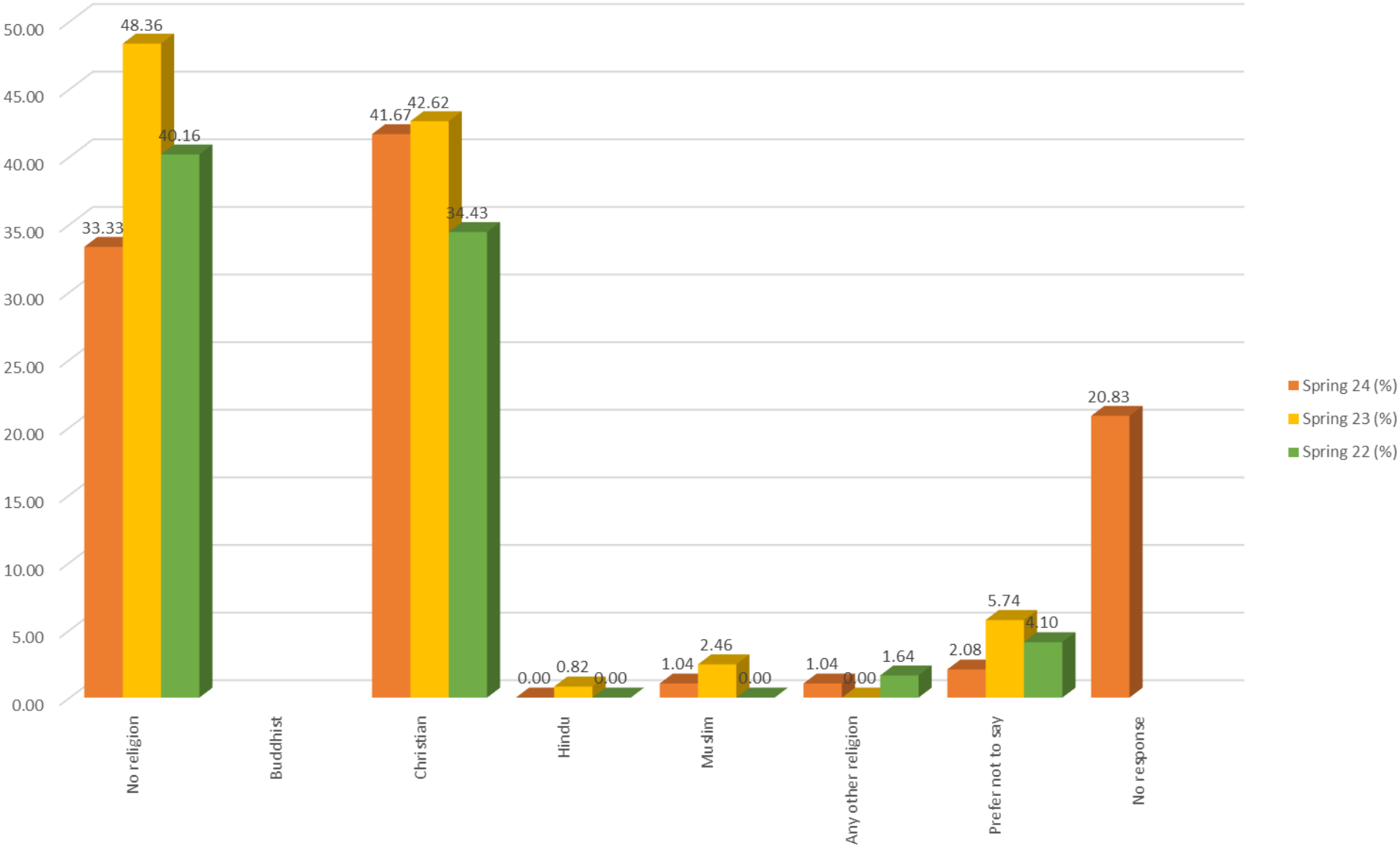


Appointments for 2022-23

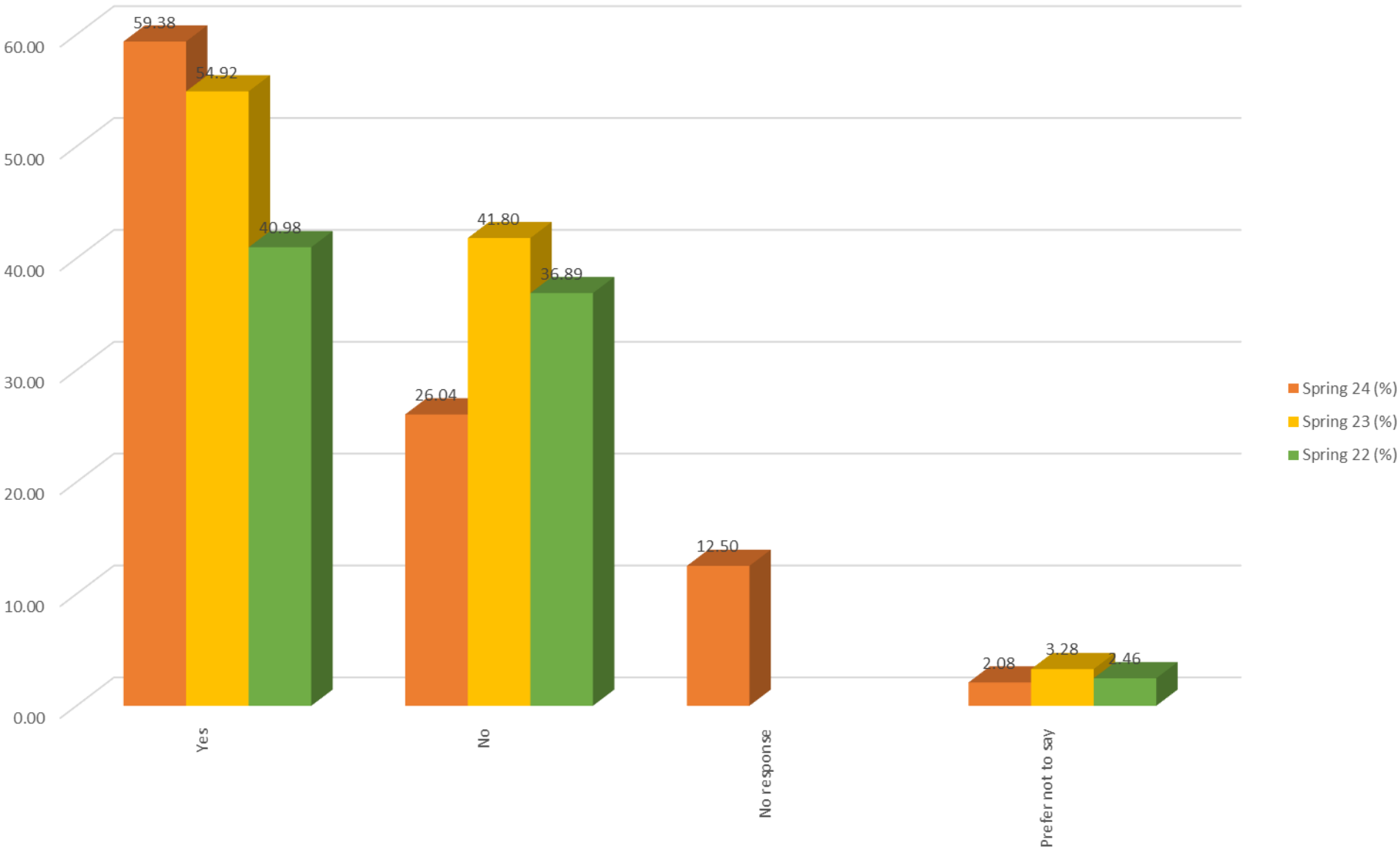
- Gender 77% of appointments were female, an increase to last year at 68%. As at Jan 24 the percentage of female employees was 71% (Jan 23 (69%))
- Age the greatest number of appointments were in the age range of 51-60 with 29%. The previous year was the age group 31-40, with 32%. The age range 51-60 is also the highest for employees as at Jan 24, which was the same as the previous year.
- Disability 3% of appointments declared they had a disability this compared with none last year. Employees declaring a disability at Jan 24 were 3.85% and 5.88% in Jan 23.
- Ethnicity 10% of the appointments for this year were non-white (an increase of 5% compared to last year). The number of non-white employees in Jan 24 remains lower at 2.22% with a slight decrease to last year at 2.95%.

Staff by Sexual Orientation, Religion and Marital Status Jan 2024

Religion (%)



Marital Status (%)



Sexual Orientation (%)

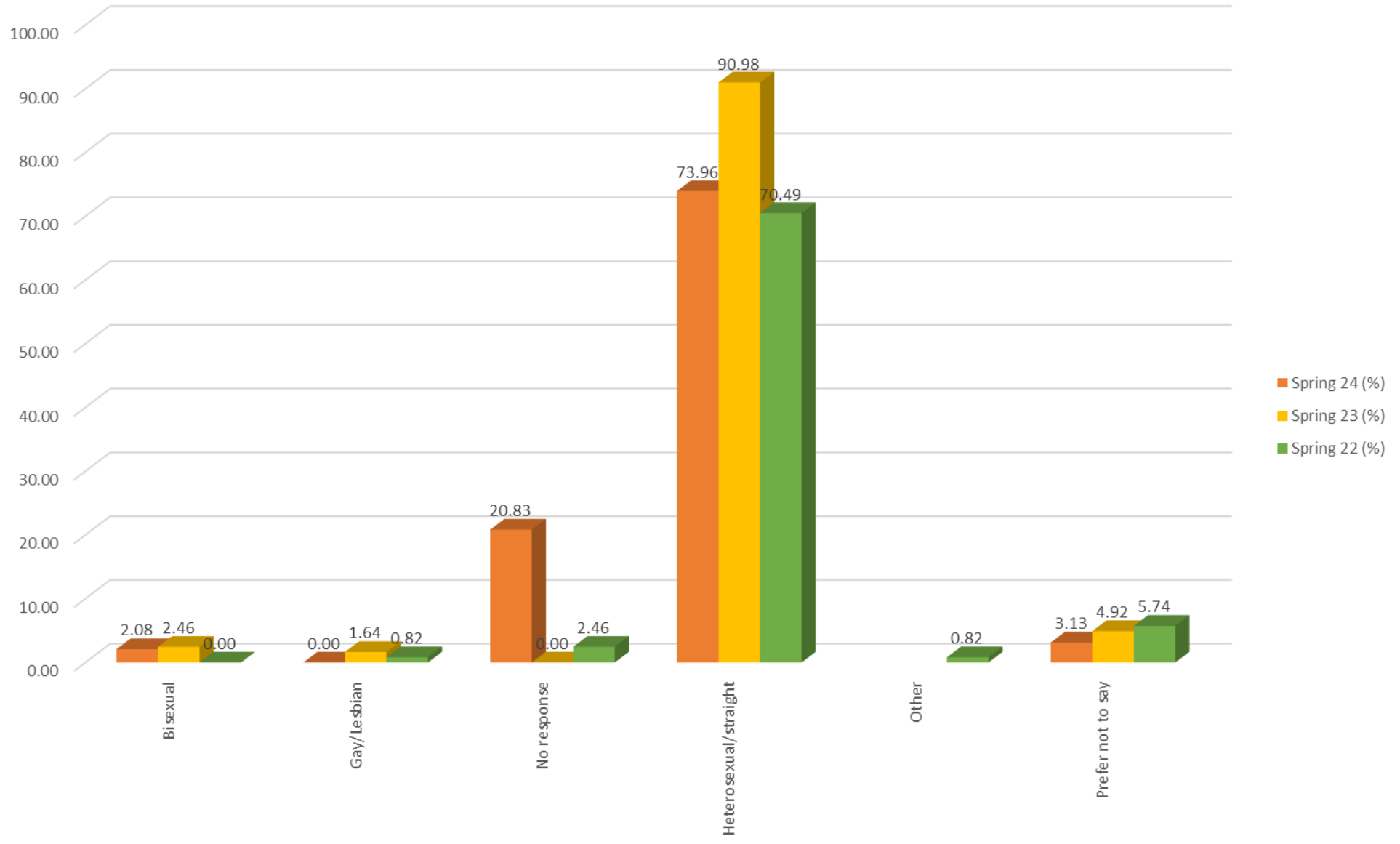


Table 2: Numbers of staff on 1st January 2024 by gender, disability, ethnic origin and by mode and primary role

Mode	Primary role	Gender	Considered Disabled	Ethnic Origin							Total
				Ethnic Groups				White			
				Asian Pakistani	White & Asian	Black African	British Indian	English/Welsh/Scottish/ Northern Irish/British	Irish	Any other White background	
Total	Teach	Male	4	0	0	0	0	28	0	1	29
		Female	2	1	0	0	1	55	1	3	61
	Support	Male	3	0	0	0	0	22	0	0	22
		Female	2	0	0	1	1	63	0	3	68
	All		11	1	0	1	2	168	1	7	180
	%		5.88	0.56	0.00	0.56	1.11	93.33	0.56	3.89	

Gender: 59% of teachers are full-time (56% last year). 59% of full-time teachers (60% last year) and 76% of part time teachers are female (70% last year). 66% of all teachers are female (64% last year).

The latest SFCA Workforce Survey is not yet available, therefore comparable data has been taken for the September 2022 survey which indicated that 62% of teachers were full-time, 53% of full-time teachers were female and 77% of part time teachers were female. The AoC Workforce Data Survey 20-21 (published November 2022 – again, no updated survey was available) stated that 59% of all teachers were female.

76% of support staff are female (75% last year). 24% of support staff are full-time, full year (26% last year) and 87% part-time support staff are female (88% last year).

The SFCA Workforce Survey from September 22 indicated 72% of support staff nationally were female, 28% of support staff were full-year and 83% of part time support staff were female. The AoC Workforce Data Survey 20-21 (published November 2022) stated that 70% of support staff were female.

Ethnicity: 2.2% of staff are non-white, a slight decrease from last year which was 2.95 %in Jan 23

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

Disability: 3.85% of staff consider themselves to have a disability (Jan 2023: 5.88%)

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 2024 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	4	4	12	2		29
		Female		7	11	20	20	3		61
	Support Staff	Male		4	3	5	9	1		22
		Female		7	15	17	22	7		68
	All		0	21	33	50	63	13	0	180
	%			11.67	18.33	27.78	35.00	7.22		100.00

- The age group 51-60 has the greatest proportion of teaching staff 34.62%, which is the same age group as last year.
- SFCA Workforce Survey for this year is not available, but the survey from Sept 22: also shows the age group of 51-60 as the greatest proportion of teaching staff for that year with 30%. The survey the year before showed the age group 41-50.

Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2022-23

Applications

Opportunity	Total no. of internal applicants
3 teaching additional responsibilities/promotions	3 applicants
3 Cross College/ additional responsibilities/promotions	6 applicants
3 support additional responsibilities/promotions	3 applicants

Ethnicity 100% white

Success

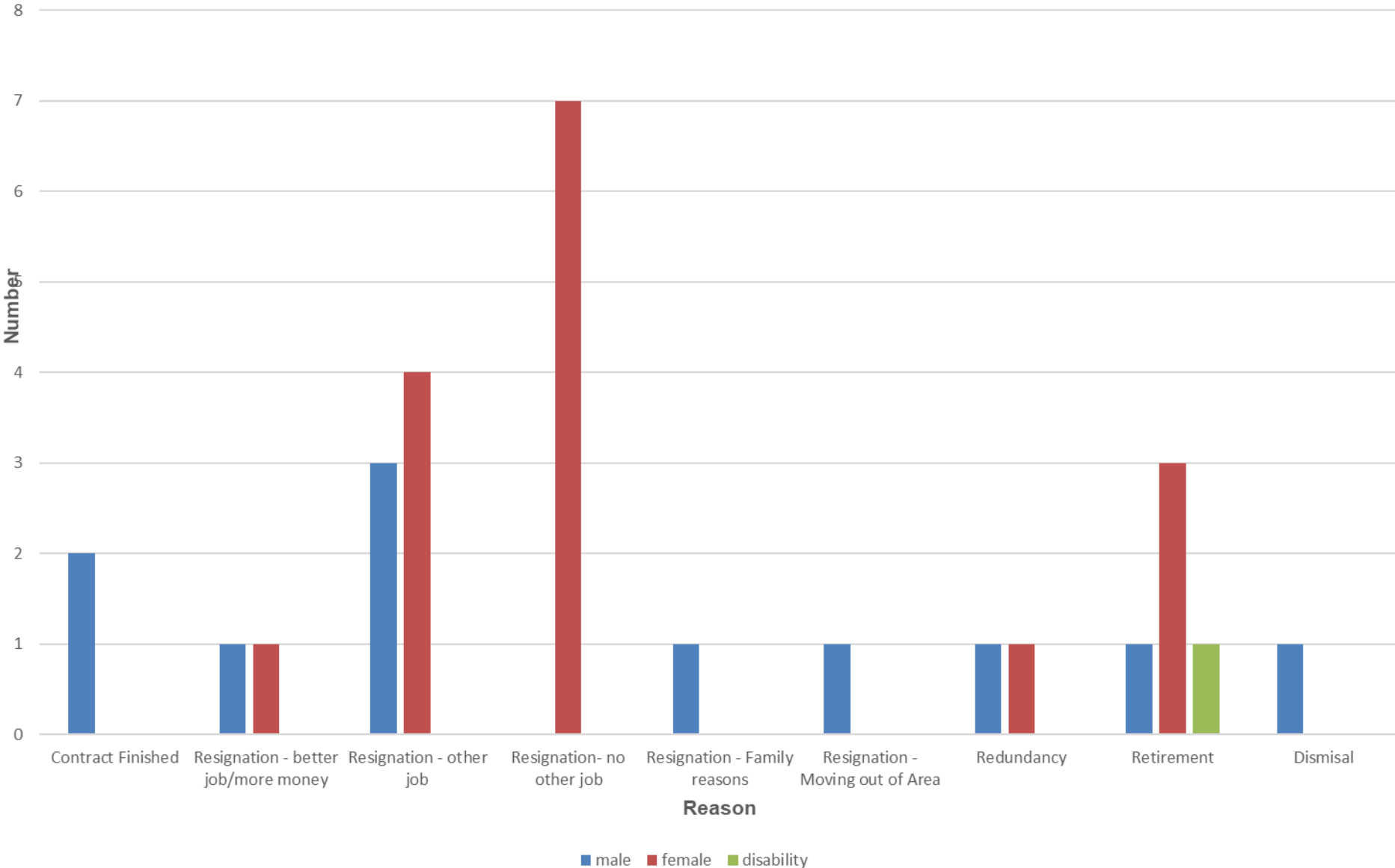
Opportunity	Total no. of successful internal applicants
3 teaching additional responsibilities/promotions	3 appointed
3 Cross College/ additional responsibilities/promotions	4 appointed (an additional person was appointed to one of the vacancies)
3 support additional responsibilities/promotions	3 appointed

Ethnicity 100% white

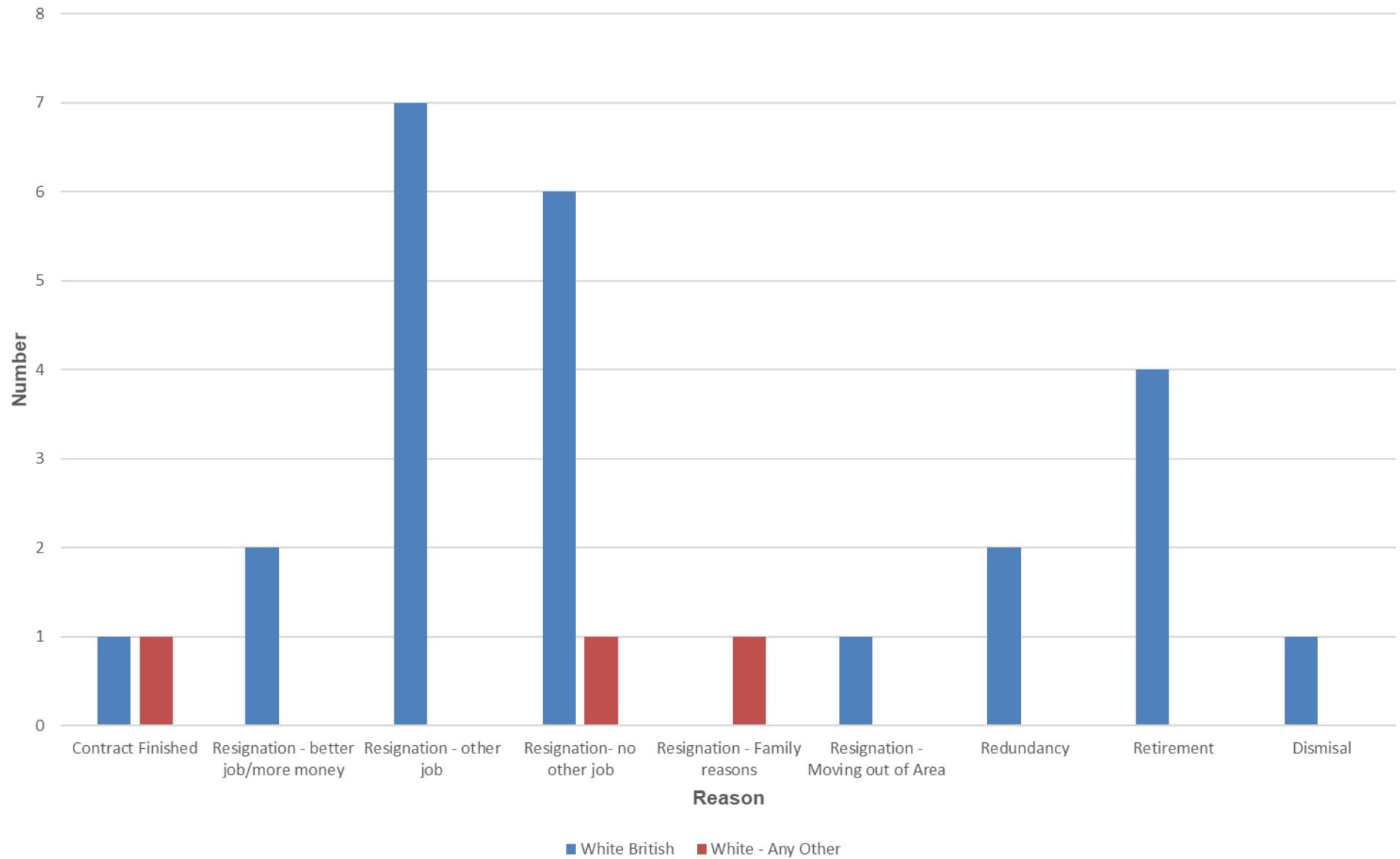
Leavers 2022-23

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 27 (31 during 2021-22), 59% female (77% last year), one with a disability and Ethnicity 100% white (96.7% last year)
- Turnover for 2022-23 was 15% (2020-21 was 18%).
- 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).

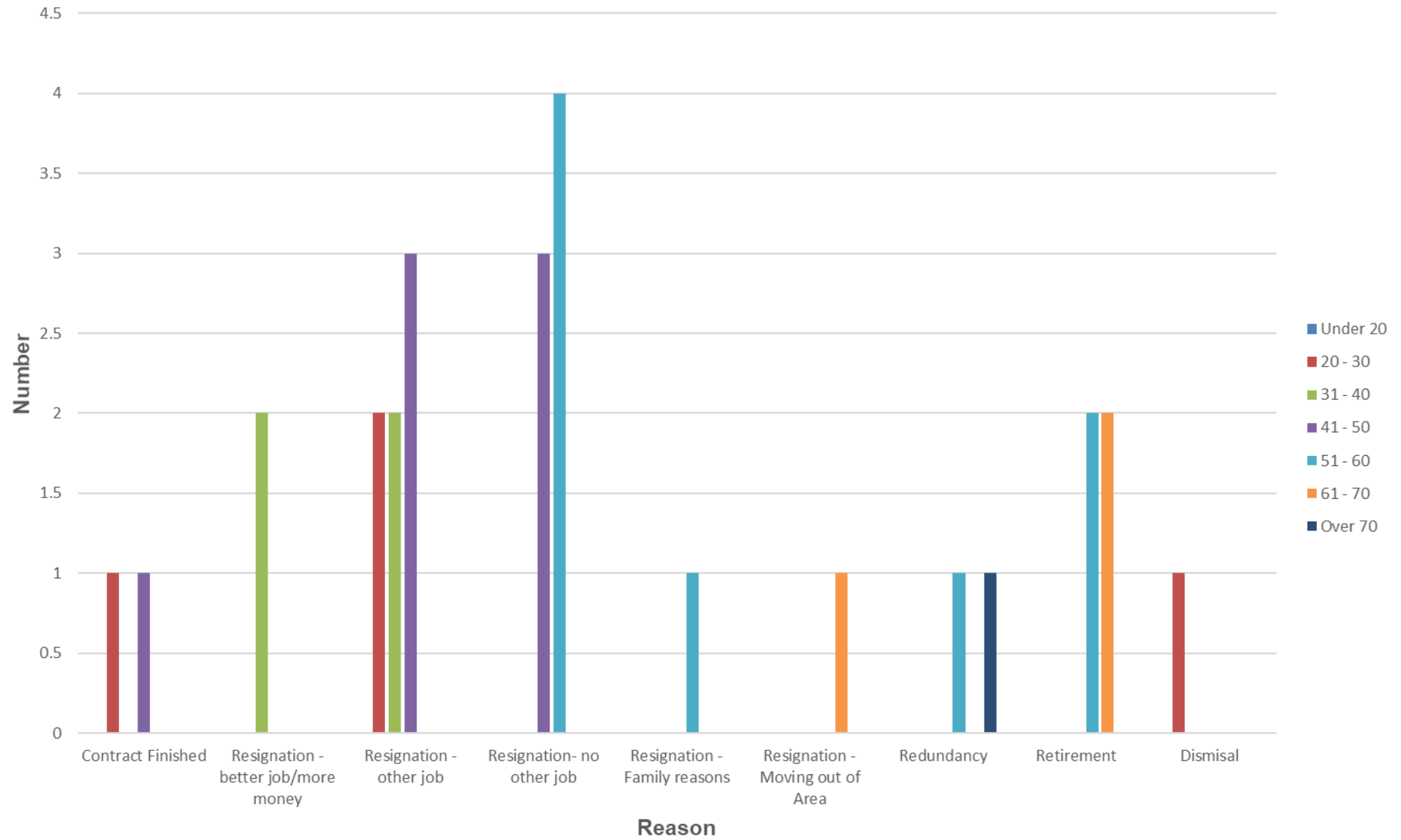
Reason for leaving: All Staff by Gender and Disability 2022-23



Reason for Leaving: All Staff by Ethnicity 2022-23



Reason for Leaving: All Staff by Age 2022-23



Numbers of staff recorded as attending training sessions during the academic year 2022–2023 by gender, disability, ethnic origin and by mode and primary role. (Other CPD activities are not accounted for in this analysis).

				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	2		30	1	31	100%
		Female	1	2	55	4	61	100%
	Support	Male	2		22	0	22	100%
		Female	2	2	63	3	68	100%
	All		7	4	170	8	182	

Formal grievances or complaints raised during the academic year 2022-23: None

Formal disciplinary and capability proceedings during the academic year 2022-23: Six

Flexible working requests 2022-23

No requests made during this period.

Maternity and Adoption Leave:

Number of staff on maternity/adoption leave as at 1st January 2024: One

Return from maternity/adoption leave during 2022-23: None

Requests for workplace adjustments related to a protected characteristic during the academic year 2022-23

No requests made during this period.