

**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 2026

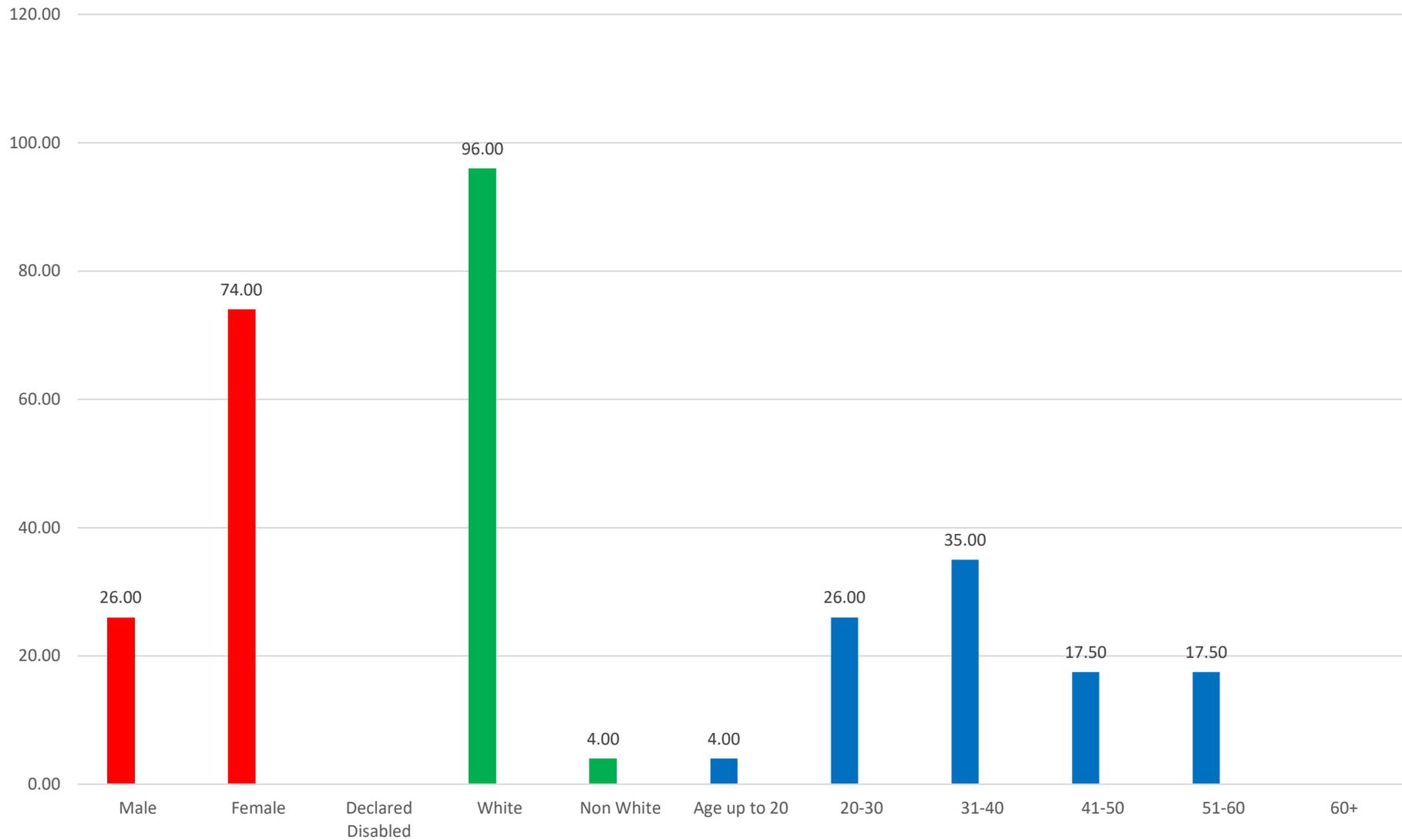
The information provided relates to the protected characteristics of employees and prospective employees, where these are known, and the data is published in accordance with the public sector Equality Duty.

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.

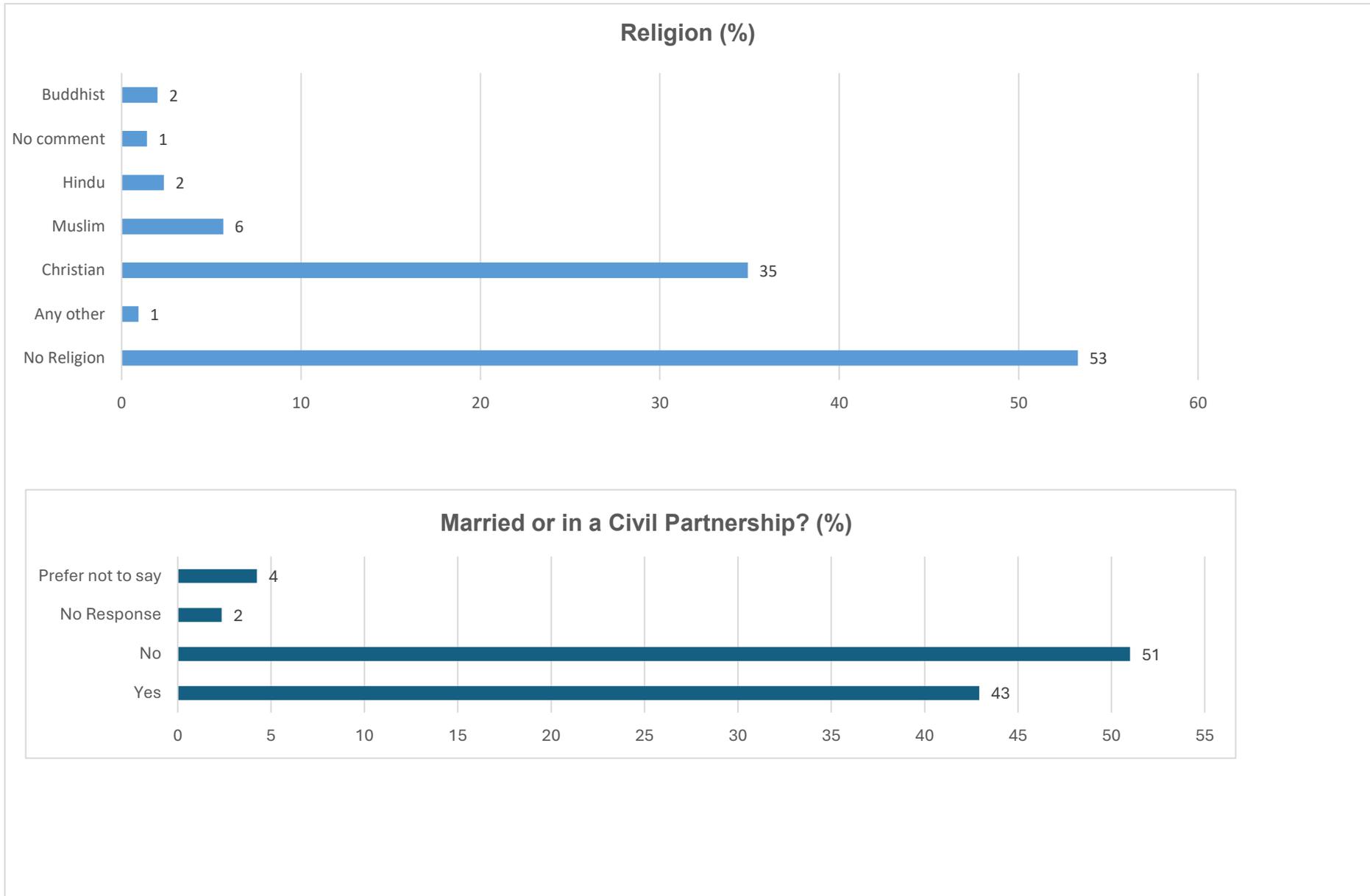
Numbers of staff and FTEs* with contractual hours on 1st January 2025 and 2026 by mode and gender

Mode	Gender	Numbers			FTEs			Distribution (%)			
		24/25	25/26	% change	24/25	25/26	% change	24/25		25/26	
								Numbers	FTEs	Numbers	FTEs
Full-time	Female	43	44	2.3	44.00	44.00	0.00	59%	59%	55%	55%
	Male	30	36	20.0	30.00	36.00	20.00	41%	41%	45%	45%
	All	73	80	9.6	74.00	80.00	8.11	100%	100%	100%	100%
Part-time	Female	89	85	-4.5	58.74	57.37	-2.33	81%	84%	85%	87%
	Male	21	15	-28.6	11.48	8.95	-22.04	19%	16%	15%	13%
	All	110	100	-9.1	70.22	66.32	-5.55	100%	100%	100%	100%
Total	Female	132	129	-2.3	102.74	101.37	-1.33	72%	71%	72%	69%
	Male	51	51	0.0	41.48	44.95	8.37	28%	29%	28%	31%
	All	183	180	-1.6	144.22	146.32	1.46	100%	100%	100%	100%

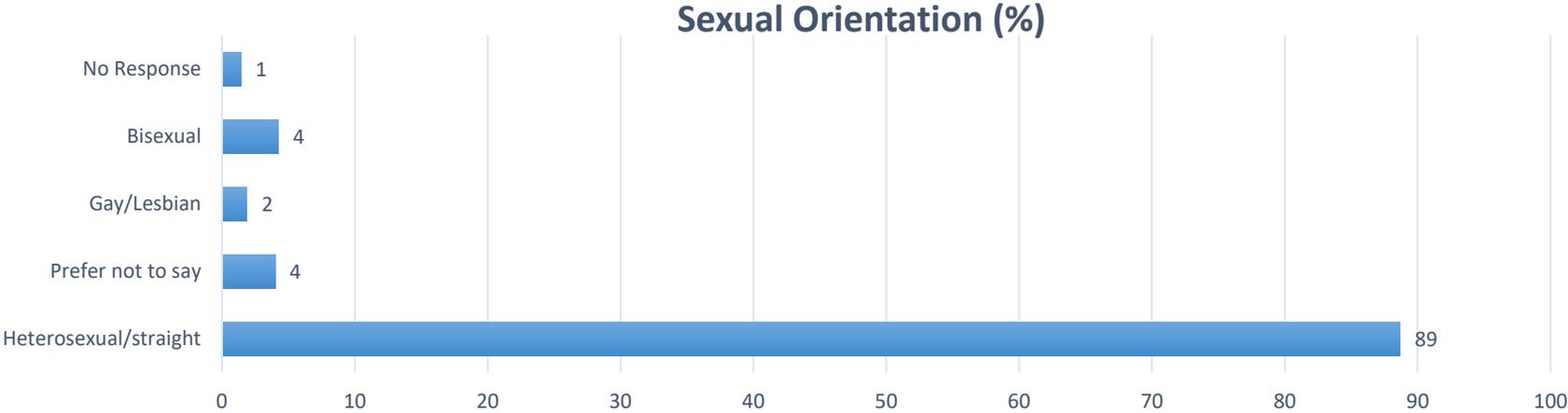
Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2024-25 (%)



Applications 2024-25 by religion and marital status



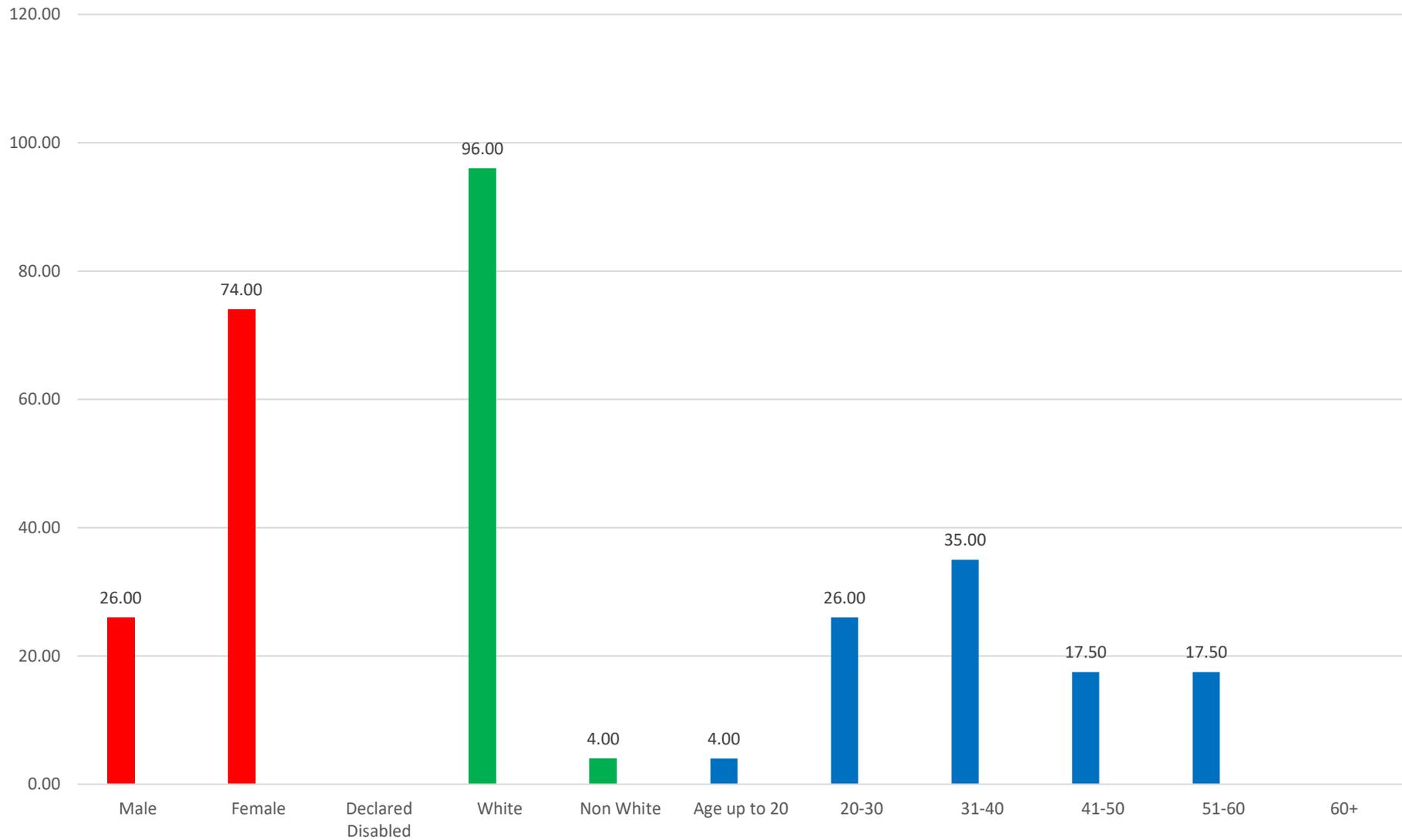
Applications 2024-25 by Sexual Orientation (%)



Applications for 2024-25

- Gender the proportion of female applicants was 65%, slightly less than last year at 67% and less than the proportion of female employees as at Jan 25 72% and Jan 24, 71%.
- Age the age group 25-34 shows the greatest proportion of applicants at 30% this has changed from last year when it was the 35-44 age group. Age group 51-60 33.88%) remains the highest group for employees as at Jan 25, which was the same as last year.
- Disability applicants who declared themselves as having a disability were 8%. An increase to last years' applicants which was only 1% and higher than actual employees 2.19% Jan 25, 3.85% Jan 24)
- Ethnicity non-white applicants were 13%, much higher than last year at 4%, although much higher than actual employees, 2.74% Jan 25 and 2.22% Jan 24.
- Religion the greatest proportion of applicants were in the category no religion with 49%, the same as last year, with the next category being Christian with 37%. Employee monitoring as at Jan 25 showed that 44% of those staff declaring protective characteristics stated being Christian with no religion being 32%.
- Marital status the greatest proportion of applicants were in the category 'yes' with 51%, last year this was 'no' with 43%. Employee monitoring as at Jan 25 showed the same, with 69% of employees stating 'yes'.
- Sexual Orientation the greatest proportion of applicants in this category remained the same - 'Heterosexual /Straight' with 83%, this was also the greatest proportion for employees who declared with 78%.

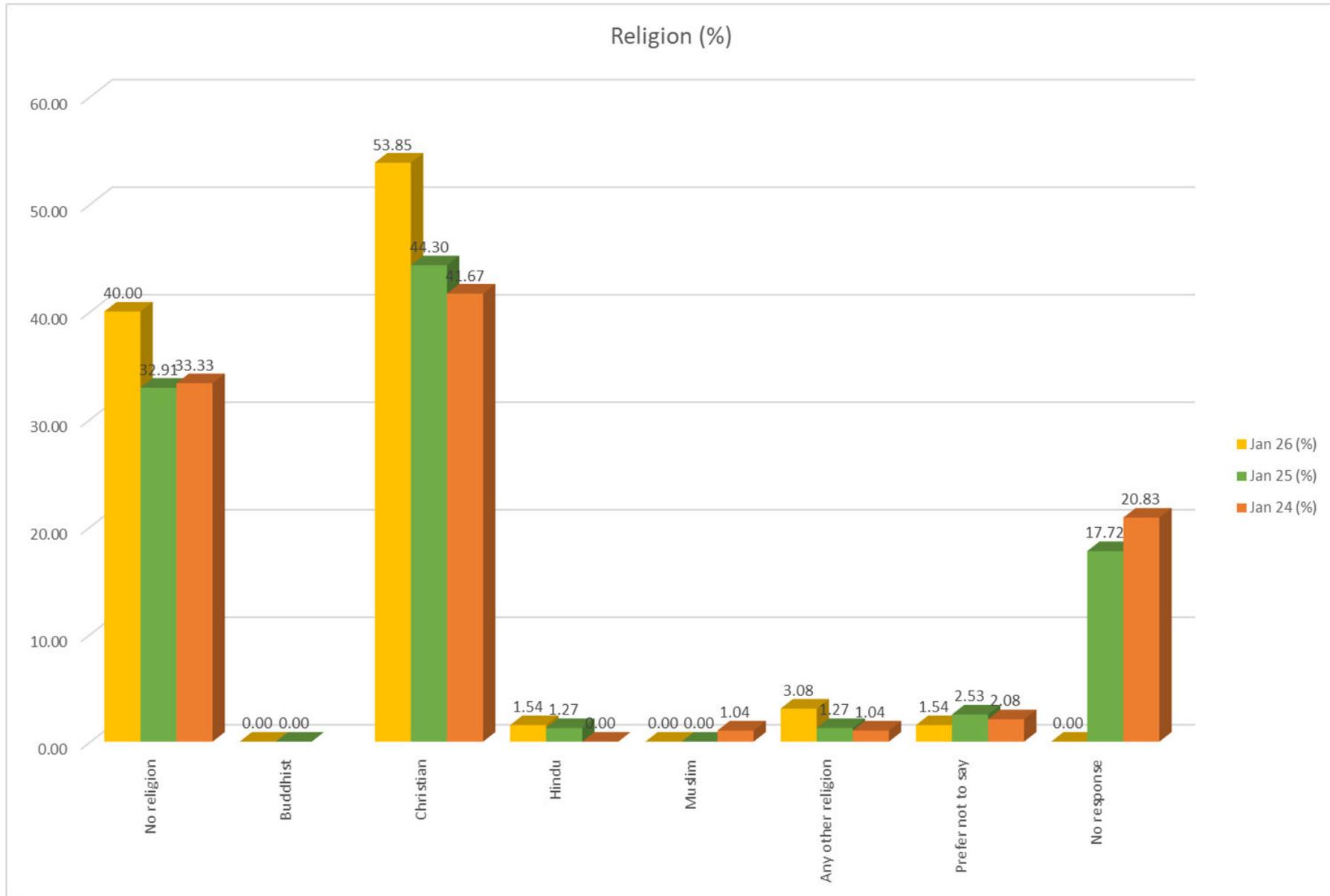
Recruitment & Selection Monitoring Protected Characteristics from Staff Appointments 2024-25 (%)



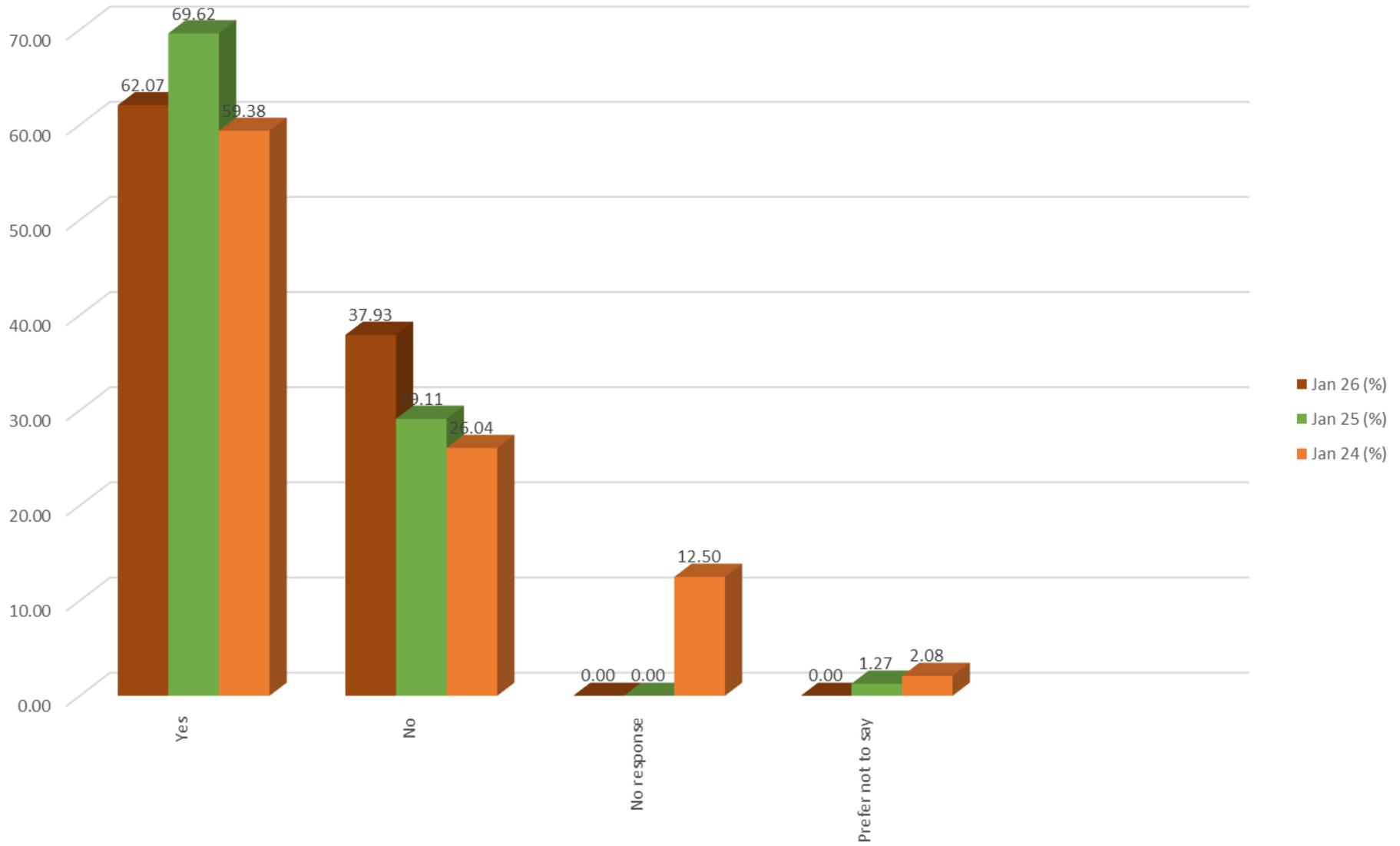
Appointments for 2024-25

- Gender 74% of appointments made were female, a slight increase to last year at 73%. As at Jan 26, the percentage of female employees was 72% (Jan 25 also 72%).
- Age the greatest number of appointments were in the age range 31-40 with 35%. This was the same as the previous year with 315. The age range 51-60 remains the highest for employees as at Jan 26, with no change over the previous 2 years.
- Disability None of the appointments declared they had a disability, 3% last year. Employees declaring a disability at Jan 25 were 2.19% with 3.85% in Jan 24.
- Ethnicity 8% of the appointments for this year were non-white (a decrease of 2% compared to last year). The number of non-white employees in Jan 26 remains lower at 3.33% with a slight increase to last year at 2.74%.

Protective Characteristics based on existing staff with data taken from the old HR Database (no entry for no response this year as staff haven't had the opportunity to update their details due to migration to the new HR System).



Marital Status (%)



Sexual Orientation (%)

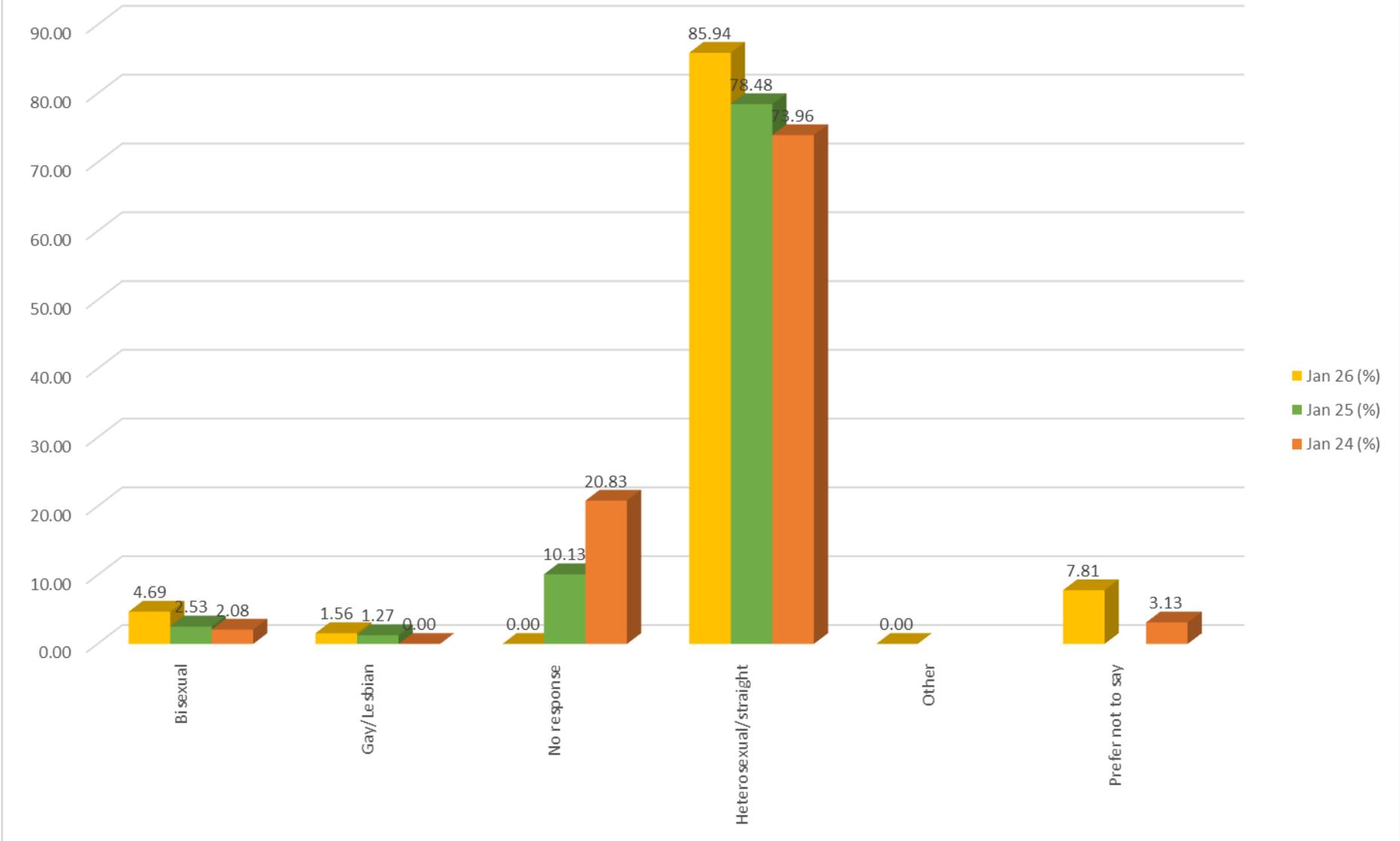


Table 2: Numbers of staff on 1st January 2026 by gender, disability, ethnic origin and by mode and primary role

Mode	Primary role	Gender	Considered Disabled	Ethnic Origin								
				Ethnic Groups					White			Total
				Asian/Asian British - Pakistani	Asian/Asian British - Any other	African	Asian/Asian British - Indian	Caribbean	English/Welsh/Scottish/Northern Irish/British	Irish	Any other White background	
Total	Teach	Male	2	0	0	1	0	1	26	0	0	28
		Female	2	1	1	0	1	0	53	1	3	60
	Support	Male	2	0	0	0	0	0	23	0	0	23
		Female	1	0	0	1	0	0	65	0	3	69
	All		7	1	1	2	1	1	167	1	6	180
	%		3.89	0.56	0.56	1.11	0.56	0.56	92.78	0.56	3.33	100.00

Gender: 65% of teachers are full-time (59% last year). 61% of full-time teachers (69% last year) and 80% of part time teachers are female (72% last year). 68% of all teachers are female (70% last year).

The latest SFCA Workforce Survey (Nov 25) indicated that 62% of teachers were full-time, 51% of full-time teachers were female and 76% of part time teachers were female.

75% of support staff are female (71% last year). 39% of support staff are full-time, full year (37.5% last year) and 87% part-time support staff are female (87% last year).

The SFCA Workforce Survey indicated 71% of support staff nationally were female and 83% of part time, term-time support staff were female.

Ethnicity: 3.33% of staff are non-white, an increase from last year which was 2.74 %.
SFCA Workforce Survey stated that nationally, 88.9% of teaching staff are White (88% in the previous survey)

Disability: 3.89% of staff consider themselves to have a disability. An increase from last year (2.19%)

There was no comparable data on staff who consider themselves to have disabilities from SFCA.
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.

Table 4: Numbers of staff on 1st January 2026 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	3	5	7	12	1	0	28
		Female	0	10	6	20	18	6	0	60
	Support Staff	Male	0	5	3	3	10	2	0	23
		Female	1	6	11	17	20	14	0	69
	All		1	24	25	47	60	23	0	180
	%									0.00

The age group 51-60 remains the greatest proportion of teaching staff 32.26% (36% last year).

- SFCA Workforce Survey shows the age group of 41-50 as the greatest proportion of teaching staff (30%). The same as last year (30.6%)

- **Applications from staff for promotional opportunities/ additional responsibilities and their success rates: academic year 2024-25**

Applications

Opportunity	Total no. of internal applicants
2 teaching additional responsibilities/promotions	3 applicants
4 Cross College/ additional responsibilities/promotions	5 applicants
1 support additional responsibilities/promotions	1 applicant

Ethnicity 100% white

Success

Opportunity	Total no. of successful internal applicants
2 teaching additional responsibilities/promotions	2 appointed
4 Cross College/ additional responsibilities/promotions	4 appointed
1 support additional responsibilities/promotions	1 appointed

Ethnicity 100% white

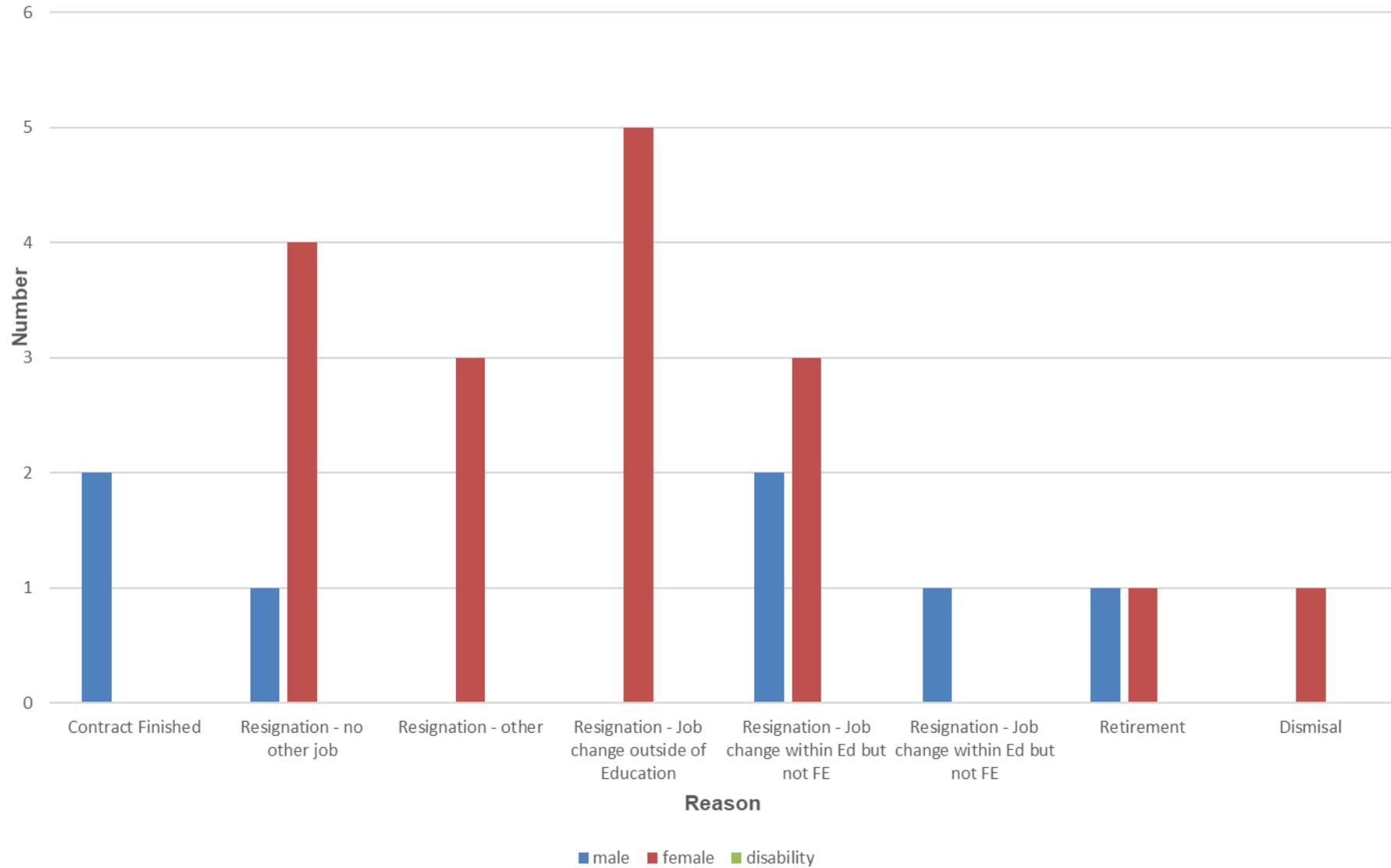
Leavers 2024-25

- Leavers with casual or short, fixed-term contracts of less than 3 months are not included.
- The total number of leavers was 24 (34 last year), 71% female (62% last year), none had a disability and Ethnicity 96% white (88% white last year)
- Turnover for 2024-245 was 10.3% for teaching staff and 15.9% for support staff

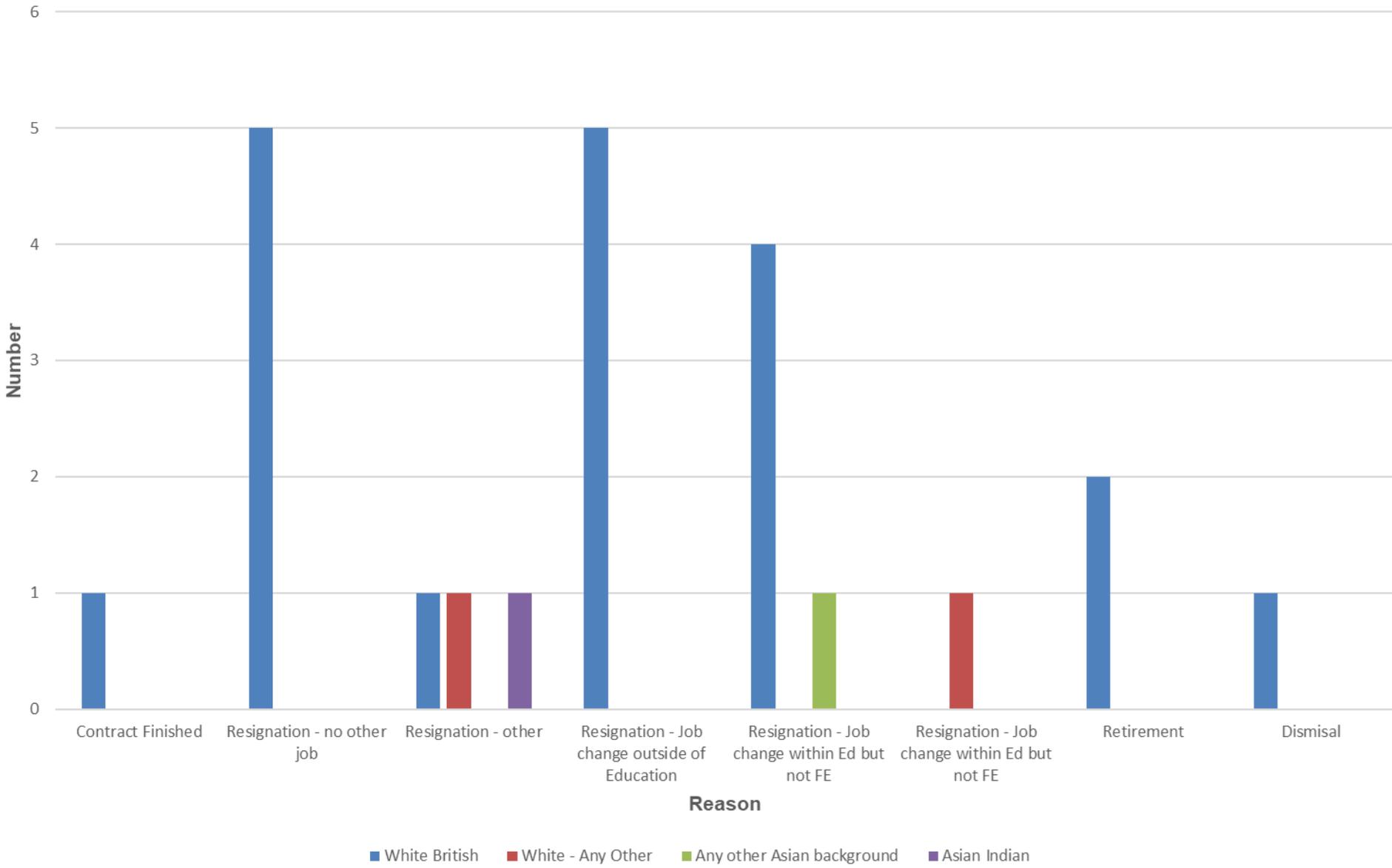
The SFCA Workforce Survey (November 2025) reported that for support staff, the majority of colleges (29%), showed a turnover of 15% and over. The highest percentage of colleges, for support staff, showed a turnover of over 17.5%

For teaching staff, the majority of colleges (11%) showed a turnover of 15% and over. The highest percentage of colleges, for teaching staff, showed a turnover of between 7.5% and 10%.

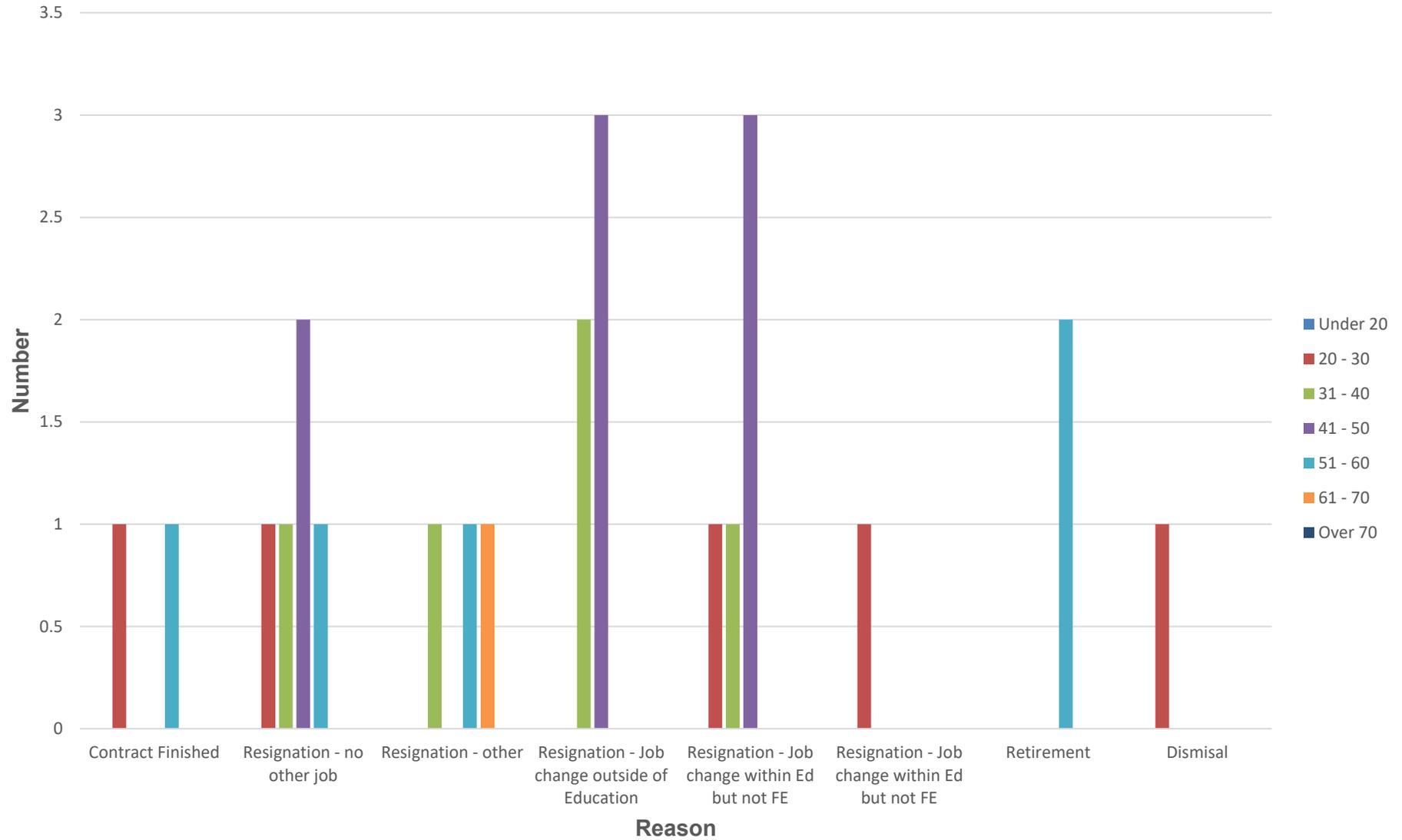
Reason for leaving: All Staff by Gender and Disability 2024-25



Reason for Leaving: All Staff by Ethnicity 2024-25



Reason for Leaving: All Staff by Age 2024-25



Numbers of staff recorded as attending training sessions during the academic year 2024–2025 by gender, disability, ethnic origin and by mode and primary role. (Other CPD activities are not accounted for in this analysis).

Mode	Primary role	Gender	Considered Disabled	Ethnic Origin							Total
				Ethnic Groups				White			
				Asian/Asian British - Pakistani	White & Asian	African	Asian/Asian British - Indian	English/Welsh/Scottish/Northern Irish/British	Irish	Any other White background	
Total	Teach	Male	1	0	0	0	0	26	0	0	26
		Female	1	1	0	0	1	55	1	3	61
	Support	Male	2	0	1	1	0	22	0	1	25
		Female	0	0	0	1	0	66	0	4	71
	All		4	1	1	2	1	169	1	8	183
	%		2.19	0.55	0.55	1.09	0.55	92.35	0.55	4.37	100.00

Formal grievances or complaints raised during the academic year 2024-25: One

Formal disciplinary and capability proceedings during the academic year 2024-25: Two

Flexible working requests 2024-25

Two requests were made for reduction in hours – one from support staff and one from teaching staff

Maternity and Adoption Leave:

Number of staff on maternity/adoption leave as at 1st January 2026: Four

Return from maternity/adoption leave during 2024-25: one member of staff due to return, but resigned due to family commitments.

Requests for workplace adjustments related to a protected characteristic during the academic year 2024-25

Three requests were made, all support staff.