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South Essex Colleges Group

Equality, Diversity, and Inclusion

Annual Staff Report

January 2024

South Essex Colleges Group - Draft Report

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Foreword by Denise Brown, Principal and Chief Executive

Welcome to our College's staff data annual equality, diversity, and inclusion report.

Whilst the College has duties under the Equality Act 2010, we know that to enable our students to reach their full potential and to get the most from our staff we must strive to create a culture and environment where discrimination is challenged, and inequality is addressed.

At South Essex College, we recognise our responsibility for ensuring that our students and staff can effectively contribute as part of a multicultural society. To enable this, we want our students and staff to understand and celebrate diversity and equality; and to be partners in developing an organisation they are proud of and where students and staff achieve. The College's aim is for students to understand diversity and why equality is essential, to foster inclusion, self-respect, and respect for others. We will help students develop inclusive and positive values, so they gain the knowledge and skills to effectively live and work in society.

This report publicises what our duties are, how we have worked to meet them with a specific focus on Human Resources. It provides the data and analysis to demonstrate actions taken and the impact in year and in comparison, to previous years. This informs the plans moving forward.

Add:

Denise's picture and signature

Page numbers added by Marketing when they produce the publication version.

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2.0 Executive Summary

South Essex Colleges Group fully embraces the equality legislation, and our commitment is clearly articulated in our core values, strategic plan, our policies, and procedures, working practices and the actions we take throughout college life. We actively encourage an inclusive work and learning environment through an open culture which enables individuals to share their personal experiences, diversity, and inclusivity.

This report provides an insight into the College staff data for 2023 specifically in relation to the College meeting our Public Sector Duty and in comparison, to previous years. We continue to foster a culture of social cohesion and harmony, which challenges stereotypes, eradicates discrimination and bullying and respects difference and a range of cultures.

This executive summary provides a brief overview of the data and highlights any key changes whether their positive or areas we need to explore further. The College continues to remain fully compliant with Equality Act 2010 legislation and any subsequent amendments and works proactively to provide appropriate support.

Headlines: Workforce Data

This section summarises the key headline data relating to the staff equality data analysis in relation to the equality protected characteristics analysed March 2022 data and compared with data reported in previous years. The Gender Pay Gap is also summarised in this report.

Workforce Summary

- The College employed on average **805** staff in 2023 compared with **818** in 2022 and **872** in 2021. The data refers to headcount and includes all staff employed by the College and subsidiary companies. It excludes vacancies, agency workers and volunteers.
- Of the 805 staff employed on average the management team totalled **14.5%**, Academic **31.4%**, academic support **27.5%** and support staff **26.7%** of the total workforce.
- **Workforce Gender:** Further Education Colleges nationally have a predominately female workforce, and Colleges Group is no different, with female staff totalling **61.9%** and male staff **38.1%**. This is like 2022 where female staff totalled **61.1%** and male staff totalled **38.9%**.
- **Gender Pay Gap:** The College gender pay gap mean was **12.3%** at March 2023 which is below the sector average of **14.6%** for education and the **12.5%** for the public sector. The College median gender pay gap is **16.8%** which is below the national average for education sector of **21.3%**, but slightly above that of the public sector average of **14.0%**. (national benchmark data obtained from the Office of National Statistics October 2023)
- **Workforce Age Profile:** The age profile has not changed much over the years, with most of our workforce being employed in the 55-64 age group which totalled **27.8%** in 2023 with **17.8%** are female and **10.1%** are male. The next highest category is the 45-54 age group with **21.5%** of the workforce and then 35-44 age group with **20%** of staff. We continue to engage staff within the lower age bands and 65+ age bands.
- **Workforce Disability Profile:** We encourage staff to share information about any disability and health conditions that affect them and ensure we implement appropriate reasonable adjustments to support them whilst working. We are proud of the work the College does to promote health & wellbeing and our approach to deal with challenging

topics along with how we support staff experiencing difficulties. A total of **6.2%** of staff disclosed they have a disability in 2023 compared with **5.9%** in 2022 and **5.7%** in 2021. This is encouraging and we will continue to explore how we can support staff with health concerns and their abilities.

- **Workforce Ethnicity Profile:** The analysis of workforce data demonstrates a four-year trend of increasing staff employed from within the BAME ethnic groups disclosing their ethnicity. In 2023 the College employed **10.6%** of our workforce in BAME ethnic groups compared with **9.9%** in 2022, **8.94%** in 2021 and **8.68%** in 2020. We will continue to employ staff from across all ethnic groups to ensure we have a diverse and inclusive workforce which enriches our staff and student experience.
- **Workforce Religion / Belief Profile:** A total of **65.8%** of staff have disclosed that they either have no religion or belief (**34.5%**) or its not known /not provided (**31.3%**) the information. Most staff employed disclosed they are Christian totalling **28.8%** of the workforce and staff have disclosed other religions including Buddhist, Hindu, Jewish, Muslim and Sikh.
- **Workforce Sexual Orientation / Gender Reassignment Profile:** The majority of staff have disclosed that they are heterosexual / straight totalling **65.1%** of the workforce, with **31.8%** stating not known or not provided. There is **1.7%** of the workforce disclosed they are bisexual, **0.4%** homosexual / lesbian and **1.0%** homosexual / gay. The data reported is like the previous two years of data reported.
- **Workforce Marital Status / Civil Partnerships Profile:** There is a positive three-year trend of reducing staff stating not know or not disclosing their marital status / civil partnership of **35.5%** in 2023 compared to **37.7%** in 2022 and **42.9%** in 2021. The data shows we have increased single staff from **13.7%** in 2022 to **14.4%** in 2023. In addition, staff disclosing they have a partner and are cohabiting increased to **9.1%** from **7.5%** in 2022. The other categories have remained similar for the previous few years with **0.4%** in civil partnerships, **5.5%** divorced, **31.9%** married staff, **1.4%** of staff with a partner cohabiting and **0.7%** of staff widowed.

Staff Recruitment by Applications

The College turnover for 2022/2023 was **23.88%** overall which was a reduction of **5.05%** from the previous year. Further analysis shows a total of **3.47%** of staff left because of management / HR intervention, **1.11%** of staff left due to organisational restructure and the remainder **19.31%** left due to natural wastage.

- **Staff Recruitment Summary Overall:** The college received a total of **1368** applications for positions advertised. As you would expect with turnover decreasing, there has been a reduced number of positions advertised and subsequently a reduction of applications compared with the **1847** we received in 2022.
- **Staff Recruitment by Age Range and Gender:** Of the 1368 applications the College received **62.6%** were from female applicants and **35%** were from male applicants with **2.4%** of applicants choosing not to disclose their age. Most applicants were received from the 25-34 age band totalling **29.8%** with **21.6%** from the 15-24 age band and **20.5%** from the 35-44 age band. This is encouraging as most staff employed already are within the 45-54 age band. The College continues to attract applicants that are aged 55-64 totalling **9.5%** of applicants and aged 65+ totalling **1.1%** of applications.

- **Staff Recruitment Summary Disability:** The College has had a slight increase in applicants disclosing a disability in 2023 remained the same as 2022 totalling **7.0%** of applications. We received **3.8%** of female applicants disclosing a disability and **3.2%** of male applicants, which is like 2022.
- **Staff Recruitment Summary by Sexual Orientation and Gender:** Most applicants disclosed they were heterosexual / straight totalling **80%** of the overall total number of applicants. It is encouraging that **5.6%** disclosed they were bisexual, **1.7%** disclosed they were homosexual / gay and **0.5%** disclosed they were homosexual / lesbian. Only **12.3%** of applicants stated not known / not provided. No applicants disclosed they were transgender or transitioning.
- **Staff Recruitment Summary by Ethnicity:** Applications received from white British applicants reduced from **66.5%** in 2022 to **65%** in 2023. It is encouraging that we received **0.4%** from applicants disclosing they were Chinese, **1.4%** from mixed any other ethnicity and **1.5%** from mixed black Caribbean and white ethnicity and **3.7%** for any other ethnicity.
- **Staff Recruitment Summary Religion/ Beliefs:** Most applications in 2023 were from applicants disclosing they were Christian totalling **29.1%** which is like the data reported in 2022. A total of **45.2%** of applicants disclosed they had no religion or belief. We continue to receive applications from individual disclosing other religions including Buddhist, Hindu, Jewish, Muslim and Sikh, but recognise they are smaller percentages.
- Through analysis there is no evidence to indicate any information disclosed in relation to a protected characteristic has been a barrier to applicants progressing through the recruitment process to appointment.

Workforce Training and Development Summary

The College has moved to a condensed teaching week with staff working four days on Campus and one day remote on a Friday. The College sets expectations for two hours each Friday to be dedicated to Continual professional development.

We have a strong focus on enabling dual professionalism with managers and lecturers who are also industry specialists. The College allocates time for continual professional development and encourages all staff to identify any training requirements and explore how we can support them to achieve new skills and knowledge or upskill in industry specialisms. We enable a variety of opportunities whether webinars, conferences, cross college working, networking with other College's and organisations, working in partnership with employers, CPD activity on site and various courses to name but a few.

The College requires all new staff to complete mandatory professional training. All staff employed are required to complete continual professional development as well as refresher training throughout academic years.

In addition, all staff are given the opportunity, each year, to apply for funding to gain additional qualifications, and this data is summarised below:

- We received **93** applications in 2023, only two were not approved for business reasons. We also take part in the Taking Teaching Further project and encourage applications

from individuals working in industry to move into Teaching and we enable them to undertake a teaching qualification.

- Of the 93 applications, **36.6% (34)** were received from females and **63.4% (59)** were received from male staff employed. Normally all applications are approved however this year two were declined as they were not relevant to the role, and we asked them to explore alternative training options.
- **Staff Training Applications Age:** In 2023 applications for additional qualifications were received from across all age bands. We received the majority of **25.8%** from the 25-34 age band, but also **25.8%** from the 55-64 age band. A further **20.4%** of the total number of applications were received from the 35-44 age bands.
- **Staff Training Applications by Disability:** In 2023 Staff Development received **5.4%** of applications with staff disclosing they had a disability which is a **1.2%** increase on the applications in 2022. Whereas **74.2%** disclosed they did not have a disability and **20.4%** of staff who applied had not provided the information.
- **Staff Training Applications by Sexual Orientation and Gender Reassignment:** The majority of applications for training were received from staff disclosing they were heterosexual / straight totalling **60.2%**. There were **35.5%** of staff who did not provide the information whereas we received **3.2%** of applications from staff disclosing they were bisexual, **1.1%** of applicants who disclosed being homosexual / gay. No staff disclosed they were transgender or transitioning.
- **Staff Training Applications by Ethnic Group:** The college received **10.8%** of applications for training from staff disclosing they were from the BAME groups, whereas **65.6%** disclosed they were White British, White Irish, White another Europe or White any other ethnicity.
- **Staff Training Applications by Religion or Beliefs:** Like the main staff data, most applications for training were received from staff who disclosed no religion or belief totalling 36.6%, and 35.5% disclosed Not known or not provided.

Our Main Aims

Whilst the diversity challenges faced by the College are like those that affect the Further Education sector, the work undertaken by the College on equality and diversity continues to be one of our strengths and something we are proud of.

- We will continue to build on our strength of embedding equality, diversity, and inclusion in the College culture, so that it continues to permeate throughout the working and the learning environment both within and beyond the classroom experience.
- Further, develop those areas for improvement such as the levels of staff disclosure and the monitoring of protected characteristics.
- Promote a culture of tolerance and respect across the organisation.
- Analyse data regularly leading to an annual equality, diversity, and inclusion report.
- Maintain a zero-tolerance approach to discrimination.
- Promote the work of our Equality, Diversity, and Inclusion Group and BAME staff Group and share information to educate and promote equality, diversity, and inclusion.
- Provide a supportive environment in which all staff can flourish and take pride.
- Further develop a more flexible employment base to help meet the changing needs of the organisation.

(Marketing to present the information in the agreed core style)

3.0 Our Vision, Mission, and Core Values

3.1 We have taken the opportunity to reflect on the College Vision, Mission, and Core Values. Through working collaboratively with the Executive Board and Corporation members we agreed our Vision and Mission for the College. Subsequently we completed a consultation processing involving our staff and students where we asked their views on our core values and what is important for them about working and learning here, as well as the values they believe the College has or should have. As a result, we have completed renewed our Vision, Mission and Core values and are in the process of embedding them throughout college life with internal and external stakeholders.

3.2 Our Vision:

WE ARE THE HEART OF COMMUNITY TRANSFORMATION



3.3 Our Mission:

WORKING TOGETHER, WE WILL PROVIDE KNOWLEDGE, EDUCATION, AND SKILLS DEVELOPMENT FOR ALL

3.4 Our Core Values:

We summarise our culture and core values with the following statements:

- **We are a community of professionals** inspiring our learners to be extraordinary in all they do.
- **We are accepting and encouraging** of all who come through our doors.
- **Stimulated by modernity**, we are diverse in thought, identity, and aspiration.
- **We are powerful and ambitious as individuals and powerful together.** We encourage performance to the peak of ability.
- **To build resilience, we provide a tough love environment supporting each other** and our learners to thrive in all situations.

4.0 How we Manage Equality, Diversity, and Inclusion

South Essex Colleges Group is committed to the advancement and promotion of equality and diversity for all students, staff, and all individuals utilising College services. Our ethos is to create and maintain conditions where students and staff are treated solely on their own merits, abilities, and potential, regardless of age, disability, race, gender, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage, or civil partnership.

We strive to provide a safe and inclusive environment where everyone is strongly encouraged to achieve their full potential through having access to coaching, mentoring, training and development, advice and guidance and support. We aim to eliminate unfair discrimination through a zero-tolerance approach. We will monitor information available and respond to any issues arising promptly and with fairness, discretion, and integrity.

In line with the Equality Act 2010, the College has a General Duty, when exercising our functions, to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- To use its endeavours to secure special education provision and to work in partnership with Local Authorities to identify and meet the needs of young people with SEN as required by the 0-25 SEN Code of Practice.
- Foster inclusive relations between people who share a protected characteristic and those who do not.

As part of our commitment to advancing equality, the College will endeavour to:

- Remove or minimise disadvantage experienced by people due to their protected characteristics.
- Take measures to fulfil the needs of individuals from protected groups where these are different from the needs of other persons.
- Support and encourage individuals with protected characteristics to participate in the public life of the organisation, especially where participation is disproportionately lower.
- Ensure teaching staff and assessors plan for and embed equality and diversity within their lessons to develop students understanding of equality and the needs of diverse groups in modern Britain.
- Promote equality and inclusion, ensuring fairness and equity in everything we do.
- Provide our staff with appropriate training and development to ensure they understand equality, diversity and inclusion and be aware of any unconscious bias and how to reduce any risks.
- Monitor and track any concerns raised and ensure that investigations are conducted fairly and take appropriate action on any outcomes.

Employment Legislation

The College regularly reviews its policies, procedures to ensure they accurately reflect employment legislation generally, and specifically in relation to the Equality Act 2010. In addition to best practice, guidance such as ACAS (Advisory, Conciliation and Arbitration Services) and the Chartered Institute of Personnel and Development the College utilises various official regulations and guidance documentation.

Staff Pay

The College believes our staff should receive equal pay for the same or similar work or work of equal value. Equal pay incorporates contractual remuneration, terms and conditions, pay, holiday, pension benefits (as determined by the schemes), and other non-cash benefits as may be offered from time to time.

The College data in relation to Gender Pay Gap reporting regulations is summarised herein and published on the College intranet, website, and Government Equalities website by 31 March 2024.

We work proactively to ensure that through role and person specifications we evidence a clear rationale for pay relativity throughout the hierarchy of the College. Appropriate differentials have been created recognising accountability and job responsibility along with the College's need to recruit and retain skilled, qualified, and experienced staff.

Management Team are allocated 'spot salaries' in accordance with the market rate for the role. The College currently utilises the principles of the Association of Colleges (AoC) pay scale structure recommended for academic, academic support and support roles. We have a minimum hourly rate of **£10.42** and will ensure full compliance with the planned changes to the National Minimum Living Wage from April 2024 to increase to **£11.50** per hour.

We continue to review staff salaries and compare market data available along with the affordability of the College and budgets available. We have commenced a strategic project on Pay and Pay structures which will incorporate a revised pay structure and terms and conditions for academic year 2024/2025 and focus on total reward packages.

Staff Terms and Conditions

The terms and conditions for all staff are standardised in the contract of employment for their role and within each subsidiary company. There are separate clauses in the academic management and academic staff contract relating to the requirement for a recognised teaching qualification and teaching contact hours for academic staff.

We offer a variety of different contracts, including, full-time, part-time, term-time and hourly paid. There are also opportunities for remote and agile working options to enable us to meet our business operational needs and contribute to staff managing their work life, health, and wellbeing balance.

The College had implemented an alternative working pattern to condense teaching into 4 days on campus wherever possible and 1 day remote working each week since October 2022. We have identified that this has many advantages and have continued this practice for Academic year 2023/2024 allocating specific time on Friday mornings to meetings and CPD activities. Through the staff survey we have conducted staff value this change in working patterns and practice and requested we continue. It is important that we regularly review how best we deliver work and meet our strategic targets whilst providing a high standard of customer / stakeholder service and ensure that we are adaptable in our approach.



Staff Complaints

Staff complaints received are thoroughly investigated and appropriate action is taken to minimise or eradicate the risk of similar situations arising in the future. The appropriate policy will be applied if serious concerns are identified in relation to individuals, and appropriate support and advice is offered to anyone who may be adversely affected.

Maternity and Parental Matters

The College applies family friendly policies and procedures. This includes adoption, paternity, maternity and parental leave and a separate flexible working policy. All staff have the right to request flexible and agile working and manage their work life balance. All applications are carefully considered on a case-by-case basis in line with the legislation and College policy. The College recognises that we are not able to approve all requests received and this is normally due to business operational requirements rather than any reason relating to the protected characteristics.

Probation Review, Grievance, Capability, Disciplinary, ACAS Conciliation and Employment Tribunals (includes whistleblowing)

In the monitoring period September 2022 to 31 December 2023, the College dealt with 39 cases compared with the 46 cases in the previous year. Most cases were resolved with management intervention through an informal process, which may have included training, coaching, and setting SMART targets to educate and improve individual performance.

However, the College has taken appropriate action in line with the relevant policy to address misconduct / gross misconduct. A total of 9 legal cases were dealt with including 3 personal injury claims due to incident occurring within the workplace, with the remainder in the main being resolved through ACAS and informal resolution. There is one Employment Tribunal Claim ongoing which relates to a probation decision but due to confidentiality we are not able to disclose specifics. The Executive Director People & Organisational Development in conjunction with team members review cases to ensure equity and fairness across the College and identify any learning points to make improvements. There were no Employment Tribunals Hearings held in the reporting period.

5.0 Staff Equality Analysis

The Executive Director, People & Organisational Development has a responsibility to monitor the workforce data in relation to staff employed by the College and subsidiary companies, along with applications for positions and staff development opportunities.

This section looks at the protected characteristic for staff, staff groups and identifies any changes or trends within our data and provides some analysis as to the reasons.

The College on average employed **805** staff during 2023. This is slightly lower than the **818** staff numbers reported in the January 2023 report, and the **872** reported in the January 2022 report. This relates to headcount rather than the total full-time equivalent which is calculated based on full-time and fractional / part-time roles.

The data utilised for this report includes all staff employed by the College and wholly owned subsidiaries, excluding contractors, volunteers, agency staff and any vacancies (which totalled 100, in various stages of the recruitment process when the data was collated in November 2023). Due to the small numbers of staff within the subsidiary companies, the staff data has been included in the main data to manage anonymity.

The workforce group profile is summarised into four main groups as shown in the Table below as a percentage of the total workforce in comparison to the previous four years.

Workforce Profile (%) Staff Group	2023	2022	2021	2020
Academic	31.4	35.4	39.1	37.6
Academic Support	27.5	28.5	22.9	25.1
Management	14.4	11.4	12.0	11.8
Support	26.7	25.7	25.9	25.5
Total	100	100	100	100.0
Average Total Number of Staff	805	818	872	922

The data shows that there are small fluctuations in staffing across the staff groups year on year and a slight reduction of staffing overall.

The table below shows the summary of the workforce profile across the separate companies that make up the College Group shown as a percentage of the overall total in the table above. The data excludes Essex Shared Services Limited which is a partnership company with Chelmsford College.

Overall Percentages Summary of the South Essex Colleges Group by Staff Category as a Percentage of overall staff employed 2023				
Staff Group	PLF	SEC	TBC	Grand Total
Academic	0.0	31.3%	0.1	31.4
Academic Support	1.0	26.3	0.1	27.5
Manager	0.0	14.0	0.4	14.4
Support	0.5	25.5	0.7	26.7
Grand Total	1.5	97.1	1.4	100

Staff Data by Gender

We have a higher proportion of females employed at the College than male staff, which is generally normal within the Further Education sector.

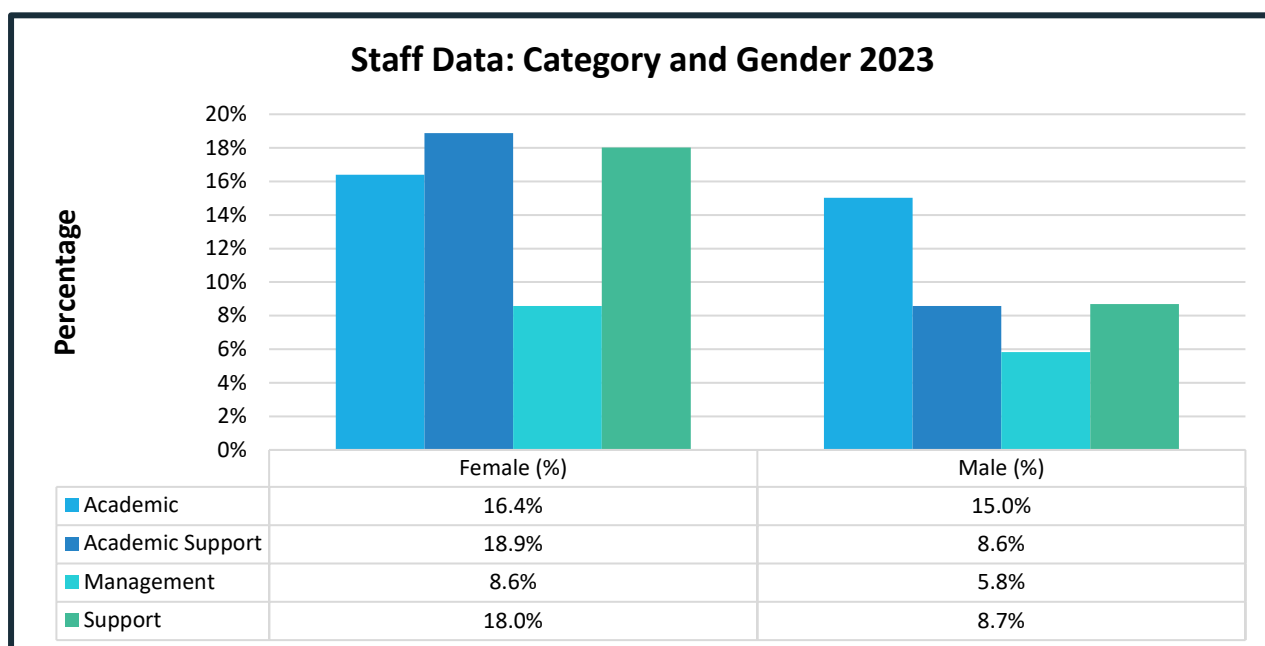
The Table below shows the staff data by staff group and gender for reporting January 2023 compared with the previous three years data. The data is quite similar with slight fluctuations between the number of female and male staff employed within the staff group profiles.

Workforce Profile by Gender	2023		2022		2021		2020	
	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female %	Male %
Academic	16.4	15.0	16.7	17.6	19.5	19.6	18.8	18.9
Academic Support	18.9	8.6	20.0	8.4	17.4	5.5	18.1	6.9
Management	8.6	5.8	7.3	4.2	7.5	4.6	7.6	4.2
Support	18.0	8.7	17.0	8.7	16.5	9.4	15.8	9.7
Total	61.9	38.1	61.1	38.9	60.9	39.1	60.3	39.7

In 2023, the College employed 61.9% female and 38.1% male staff, which is a slight change compared with the previous two years overall, as shown above. The data shows slight changes between female and male staff engaged between all staff groups.

The staff data for management team includes the Executive Board members as well as academic and support managers at all levels across the College. All lecturers along with teaching and learning specialists, tutors and tutor assessors are included in the academic staff group. Within the academic support staff group we have included staff who work with students on Educational Health Care Plans who require support with their learning and to attend College, and these include Student Learning Coaches and Educational Communicators, Welfare and Safeguarding, Careers, Advice & Guidance, Funding & Enrichment. The remaining support staff group includes departments such as Human Resources including Staff Development, Computing Services, Estate Services, Executive Support, Commercial Catering and College Information Systems, Computing Services and Health & Safety.

The Graph below shows the workforce data by staff group and gender during 2023.



Annual Gender Pay Gap Analysis

Gender Pay Gap versus Equal Pay

The Equality and Human Rights Commission outlines the differences as follows:

‘Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. **Equal Pay** means that men and women in the same or similar employment are entitled to equal pay, as set out in the Equality Act Legislation 2010.
2. The **Gender Pay Gap** is a calculation of the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings, (excluding overtime) of men.

If inequality is identified between male and female staff pay where evidence shows they are carrying out the same or similar role, this could be deemed as unlawful, whereas the gender pay gap is not. This is because there are a number of contributory factors to determining the gender pay gap which are not within the control of the employer.

Gender Pay Gap

The methodology within the government regulations for reporting the gender pay gap means we take all staff data on 31 March each year, we then complete the analysis and use this data to report the gender pay gap by the following April.

The data used for calculating the College Gender Pay Gap as shown in this section of the report was taken on **31 March 2023**, so is a year out of date by the time we are legally required to report the data by end of **March 2024**.

Definitions and Calculations:

Mean: is the measure of the average which is derived by summing the values for a given sample, and then dividing by the sum of the number of roles / people within the sample.

Median: is the value below which 50% of the roles / people fall within the data set. It is the Home Office of National Statistics (ONS) preferred measure of average earnings as it is less affected by a relatively small number of high earners within a typical data sample.

For the data analysis the ONS consider a full-time employee works more than 30 hours per week or 25 hours or more for teaching staff

The College **Mean average gender pay gap for 2023 is 12.3%**. The mean average highlights the difference between the average pay for females and the average pay for male staff employed across our total workforce on a specific date, 31 March 2023.

The College gender pay gap **Median for 2023 is 16.8%**, which is the value below which 50% of the roles / people fall within the data set.

The Table below shows the College gender pay gap data percentage for 2022 in comparison with our data from when first reported in 2018.

Gender Pay Gap	2023 (%)	2022 (%)	2021 (%)	2020 (%)
Mean	12.3	11.4	9.2	9.2
Median	16.8	16.7	17.1	16.7

Whilst we would prefer that there is a **0%** gender pay gap, it is important to consider that there is an immeasurable number of variables that can occur year on year within the data used to calculate this information which is not within the College control or influence. Examples of variances that impact on this data include any one or any combination or all the following:

- the number of staff we employ overall, and
- salaries allocated to the staff employed, and,
- number of roles in the each of the pay bands / staff groups where these are allocated and spot salaries allocated at each role level within the College, and,
- the number of male and female staff employed, and where they are employed within the pay bands and staff groups.
- Where the individuals fall within the calculations required for this data, for example someone could be in the lower quartile one year and the lower middle the next.
- Any pay reviews the College has applied in between the data calculations.

The data analysis shows the mean salary for male staff was **£16.20** per hour compared with **£14.22** per hour for female staff, which is a **£1.98** difference as of 31 March 2023. The median hourly rate of pay was **£15.53** per hour for male staff compared with **£12.93** per hour for female staff, a difference of **£2.60** per hour as of 31 March 2023.

The table below shows the differences in the hourly rate of pay for male and female staff by gender and staff group and the percentage gap.

Staff Groups	Female	Male	Difference	Gap
Academic	£16.82	£16.90	£0.08	0.5%
Academic Support	£11.48	£13.46	£1.97	14.7%
Manager	£22.90	£25.31	£2.41	9.5%
Support	£10.97	£11.33	£0.36	3.2%
Total	£14.22	£16.20	£1.98	12.3%

The overall data is further summarised into four equal quartiles so there are 203 individuals in each section. The Table below shows the Mean hourly rate of pay comparing male and female staff overall and the difference and Mean gap.

Mean	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	£9.52	£11.78	£15.68	£22.59
Male	£9.58	£11.84	£16.15	£22.73
Difference	£0.06	£0.06	£0.47	£0.14
Mean Gap	0.65%	0.51%	2.91%	0.61%

To calculate Median data, the total number of staff 815 is divided into four equal quartiles so there are 204 individuals in each section.

The female and male staff split is then looked at within each of the four equal quartiles as shown below table. This data does not consider the salaries that staff are paid on so you could for example find staff allocated the same pay band in both the lower and lower middle quartiles or upper middle and upper quartiles depending on the number of staff employed overall.

Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	£9.59	£11.63	£15.53	£20.37
Male	£9.59	£12.21	£16.17	£20.37
Difference	£0.00	£0.58	£0.64	£0.00
Median Gap	0.00%	4.74%	3.95%	0.00%

The table shows that staff in the lower and upper quartiles there is no difference in their hourly rates, however for staff in the lower middle and upper middle quartile there is less than £1.00 difference however this has an impact on the percentages and Median hourly pay gap.

As explained above, there are immeasurable number of variables which affect the calculations in each of the quartiles which are out of the college control overall. The College employs the staff

required in specific roles to meet business operational needs, and there is no discrimination about employing male or female staff rather it is the most suitable person for the role that is appointed.

National Benchmark Gender Pay Gap

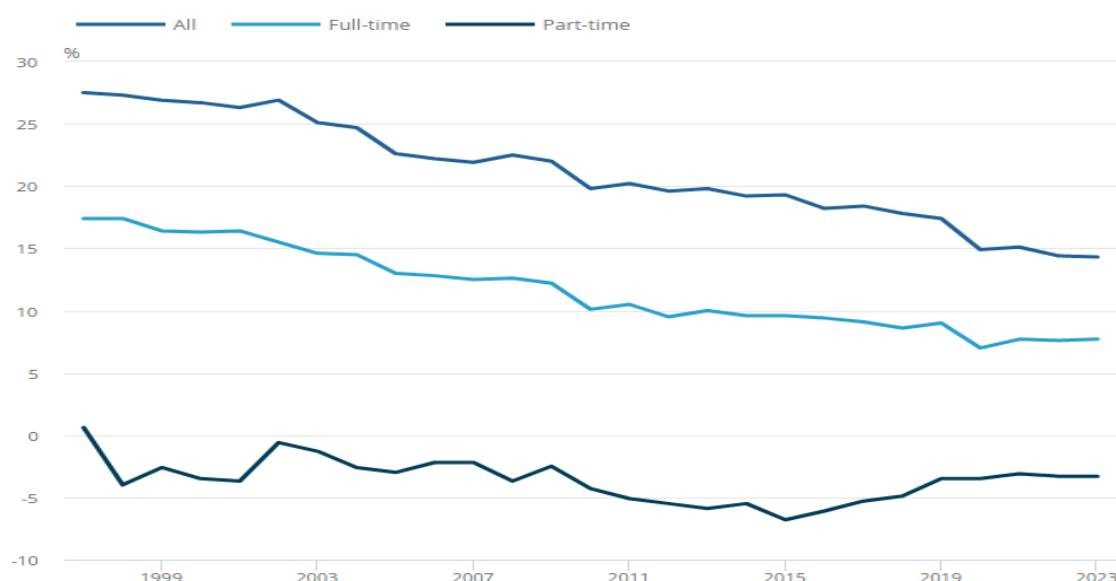
The College normally compares our Gender Pay Gap data against the national data published and in comparison, with the public and private sector, further education, and higher education data. The Home Office for National Statistics (ONS) data published has been estimated as at the time of writing this report and will be reviewed and updated in the full annual Gender Pay Gap report which is normally published in April each year.

ONS has indicated that the gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees, and in April 2023 it stood at 7.7% nationally.

The Graph below is taken from the ONS Statistics reporting for Median gross hourly earnings 1997 to 2023.

Figure 1: The gender pay gap has been declining slowly over time, falling by approximately a quarter over the last decade among full-time employees and all employees

Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2023



Source: Annual Survey of Hours and Earnings from the Office for National Statistics

The ONS data indicates that in 2022, the gap among full-time employees increased to **8.3%** up from **7.7%** in 2021. This is still below the gap of **9.0%** before the start of the coronavirus pandemic in 2019. Estimates for 2020 and 2021 are subject to more uncertainty than usual therefore the ONS recommend that we look at the data over the longer term as a trend rather than focus on one year.

Among all full-time employees increased to **7.7% 2023**, up from **7.6%** in 2022. This is still below the gap of **9.0%** before the COVID pandemic in 2019. Among all employees, the gender pay gap decreased to **14.3%** on 2023 from **14.22%** in 2022 and is still below the 2019 (**17.4%**).

The table below provides relevant comparison data for the College to consider in relation to our Gender Pay Gap data 2019 to 2023. (ONS Data Source October 2023 (estimated and not finalised))

Industry Sector	Mean Gender Pay Gap				
	2023%	2022%	2021%	2020%	2019%
Public Sector	11.5	11.4	14.8	11.4	15.7
Private Sector	15.6	13.4	17.8	14.3	19.9
Education	14.6	12.8	17.6	17.1	17.0
Higher Education	14.8	16.3	18.3	18.2	15.9

The table below shows the ONS statistical data for the Median Gender Pay Gap in relation to the industry sectors 2019 to 2023. (ONS Data Source October 2023 (estimated and not finalised))

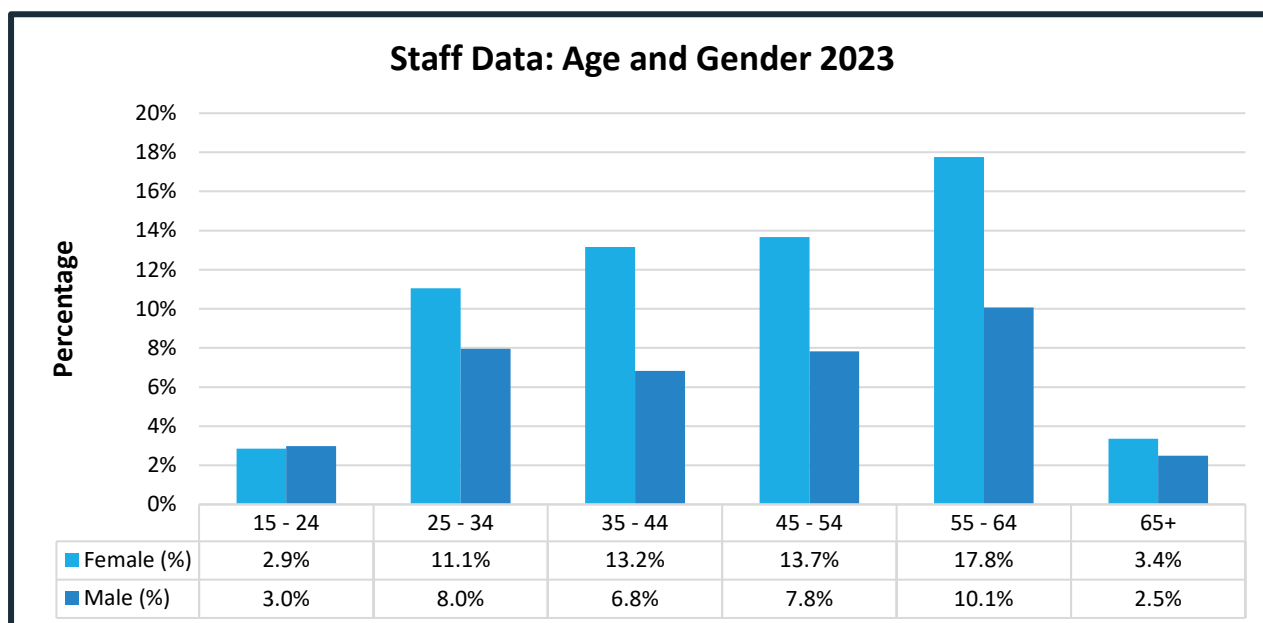
Industry Sector	Median Gender Pay Gap				
	2023%	2022%	2021%	2020%	2019%
Public Sector	14.0	11.1	18.00	11.2	16.8
Private Sector	18.9	13.8	19.6	14.1	23.6
Education	21.3	12.6	25.4	24.6	25.4
Higher Education	10.0	14.5	16.2	9.9	15.5

The College mean gender pay gap is **12.3%** which is below the national average for the sector for Education of **14.6%** and slightly above the **12.5%** gender pay gap for the public sector.

The College median gender pay gap of **16.8%** is below the average for education of **21.3%** but slightly above that of the public Sector which is **14.0%**.

Staff Data by Age

The Graph below shows a summary of the workforce by age-band and gender for 2023.



Analysis of the data shows that 27.8% of our workforce are aged between 55-65 of which 17.8% are female and 10.1% are male. Which is slightly higher in the same category reported in 2022 of 26.9%. The next highest category is the 45-54 age group with 21.5% of the overall total and then the 35-44 age group with 20% of the overall total.

Generally, the demographics of the workforce fluctuate slightly year on year, and there is no significant movement within the data and encourage individuals of all age ranges to apply for positions within the Colleges Group. The Table below which shows the overall staff data by age and gender from 2019 to 2023.

Age Band	Overall Total Percentages (%)				
	2023	2022	2021	2020	2019
15-24	5.8	7.0	7.1	5.7	5.9
25-34	19.0	18.9	20.5	20.7	20.3
35-44	20.0	18.9	18.3	18.5	18.2
45-54	21.5	22.6	24.1	26.1	28.5
55-64	27.8	26.9	25.7	24.6	22.4
65+	5.8	5.6	4.2	4.2	4.7
Total	100	100.0	100	100	100

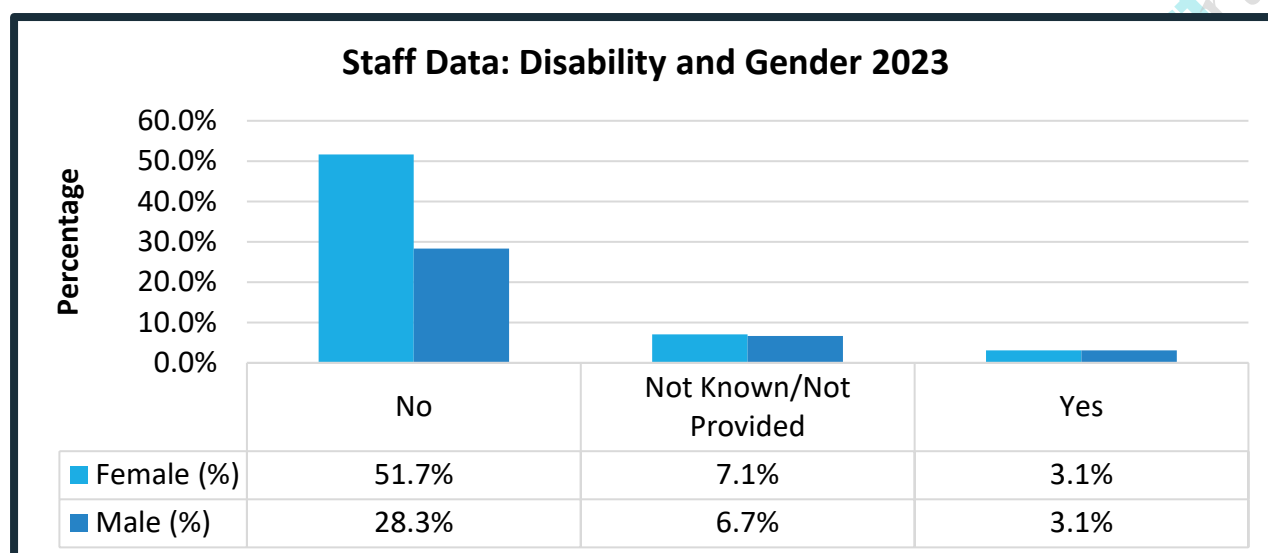
We are mindful of the potential impact of an ageing workforce and work to ensure that staff skills and expertise are shared through continual professional development of all staff employed to ensure knowledge remains within the College and staff are developed.

Staff Data by Disability

We encourage staff and applicants to share information with their line managers and the Human Resources Department about their health and wellbeing along with any health conditions, difficulty or disability which may affect them or their ability to deliver in their roles.

All staff have secure and confidential access to the data held on them, in line with General Data Protection Act Regulations (GDPR), via the Human Resources Management Information System.

The Graph below shows the staff employed 2023 by gender and whether they have disclosed a disability or not.



The table below shows the overall percentage of staff disclosures from 2019 to 2023. The data shows that there has been a slight increase of 0.30% of staff employed disclosing they have a disability. Whilst there has been a 1.5% reduction in 2023 of staff employed disclosing, they do not have a disability, there has been a 1.4% increase in staff choosing not to provide the information or they may not know whether they have or not. As you can see the data has remained similar for the previous few years.

Disability Disclosure	Overall Total Percentages (%)				
	2023	2022	2021	2020	2019
No	80	81.5	82	80.5	78.7
Not Known / Not Provided	13.5	12.6	12.3	14.0	15.8
Yes	6.2	5.9	5.7	5.5	5.4
Total	100	100.0	100	100	100

The College works with external agencies such as the Government Access to Work to provide reasonable adjustments and equipment to enable staff to remain at work. Within Human Resources we have four mental health first aid staff trained to provide advice and guidance to staff who may feel they are in crisis situations. The College has provided training to most academic staff and managers on mental health first aid to support our students.

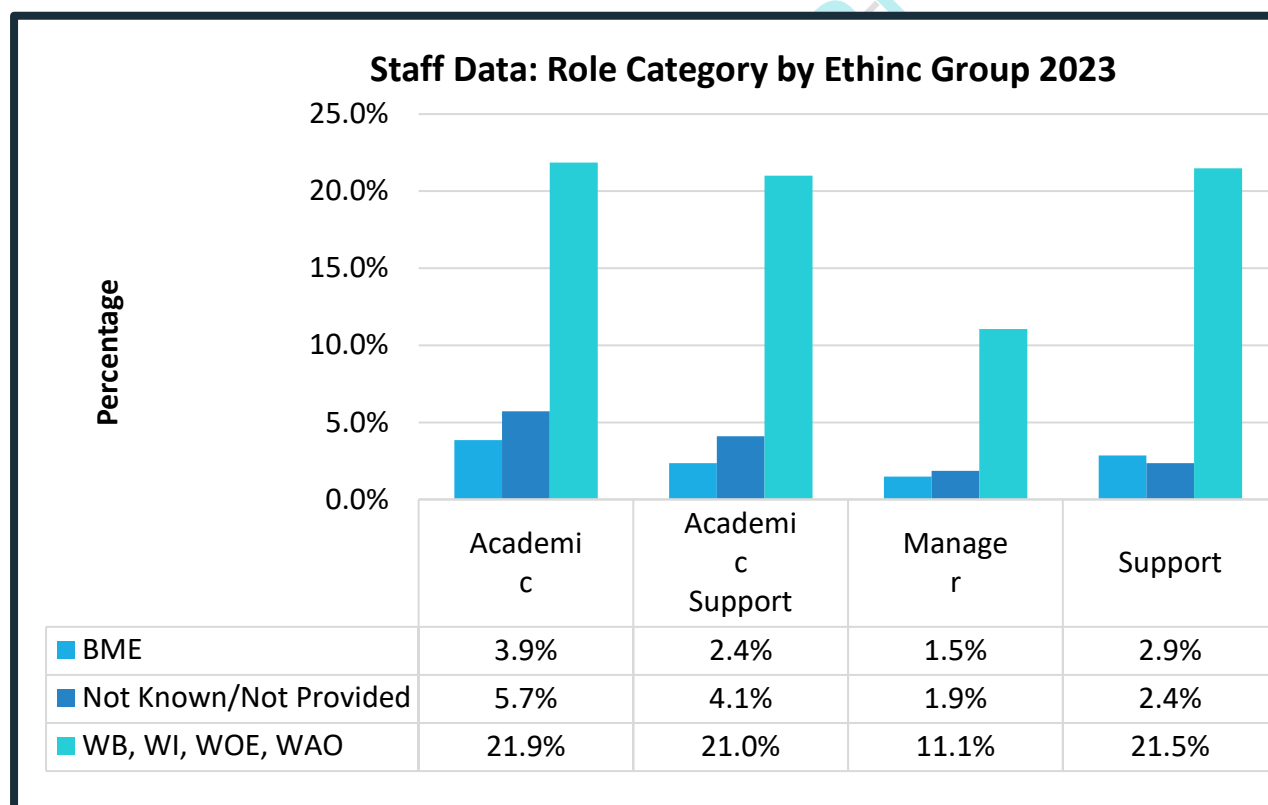
The College prioritises the health and wellbeing of staff through discussing health concerns, medical conditions, or disabilities with individuals. Wherever possible working with the

individual we conduct risk assessments to consider and implement appropriate reasonable adjustments. In addition, the College shared information on health & wellbeing key topics such as mind health, healthy eating, bereavement information, sleeping, anxiety & stress, exercising and with a strong focus to help staff understand how they may feel and build resilience and encourage staff to speak to us about any concerns they may have.

Our aims are to ensure that our culture and working practices are inclusive and mindful of every individual's diversity, and therefore sensitive to individuals' personal situations. We engage our Occupational Health service provider to seek medical advice in relation to individual health conditions, how it affects them on a day-to-day basis along with any potential prognosis and utilise the medical advice received to support the staff member within their role and the College. All information shared and discussed is treated with strict confidence and only utilised for the purpose it is intended, to support the staff member in their role.

Staff Data: by Ethnicity

The graph below shows the staff information analysed by ethnicity and staff group for 2023 shown as a percentage of the overall workforce.



***Important notes.**

- *BAME = Black, Asian and minority ethnic group. This is a term commonly used to describe anyone who is a non-white person or group. We respect this does not necessarily cover all*

ethnic and cultural group and complexities of ethnic backgrounds, but as at the time of writing this remains the groups acronym for reporting such data.

- WB = White British; WI = White Irish; WOE = White Other English; WAO = White African Other

The Table below shows the workforce ethnicity by gender and staff group.

Role Category	Total Percentages of Ethnicity by Gender and Staff Group						
	BAME		Not Know/Not Provided		WB, WI, WOE, WAO		Grand Total
	Female	Male	Female	Male	Female	Male	
Academic	2.1	1.7	1.6	4.1	12.7	9.2	31.4
Academic Support	1.4	1.0	2.9	1.2	14.7	6.3	27.5
Manager	0.6	0.9	1.2	0.6	6.7	4.3	14.4
Support	1.6	1.2	1.5	0.9	14.9	6.6	26.7
Grand Total	5.7	4.8	7.2	6.8	48.9	26.5	100.0

The Table below shows the staff information analysed by ethnicity for 2023 to 2020 shown as a percentage of the workforce overall.

Ethnicity	Overall Total Percentages (%)			
	2023	2022	2021	2020
BAME	10.6	9.9	8.94	8.68
Not Known / Not Provided	14.0	13.3	13.07	15.51
WB, WI, WOE, WAO	75.4	76.8	77.98	78.81
Total	100	100.0	100	100

The analysis shows a four-year trend of increasing staff employed from within the BAME ethnic groups. In 2023 staff disclosing their BAME ethnicity increased by 0.7%, and over the last four years this has increased by 1.92%.

Staff Data by Religion or Belief

The Table below shows the staff profile for 2023 by religion or belief overall compared with the previous three years.

Religion or Belief	2023	2022	2021	2020
	Total %	Total %	Total %	Total %

Buddhist	0.6	0.5	0.6	0.8
Christian	28.8	28.7	27.8	28.3
Hindu	0.7	0.6	0.7	0.8
Jewish	0.4	0.2	0.1	0.1
Muslim	1.5	1.1	0.9	0.7
No Religion or Belief	34.5	35.3	35.8	31.7
Not Known / Not Provided	31.3	31.5	32.0	35.7
Other Religion or Belief	1.6	1.3	1.6	1.5
Sikh	0.5	0.6	0.6	0.5
TOTAL	100	100	100	100

Most of the workforce totalling 65.8% have disclosed that they have either no religion or believe (34.5%) or not known / not provided (31.3%). This is a slight reduction from the 66.8% reported in 2022 and less than the 67.8% reported in 2021.

Staff who have disclosed they are Christian totalled 28.8% which has remained like previous years. Whereas the data relating to other religions such as Buddhist, Hindu, Muslim, and Sikh have also slight fluctuations year on year.

It is fair to state that this information is personal to staff, and they may choose not to disclose it as staff may see it as irrelevant to their employment. We continue to encourage staff to disclose information so that we can support them during their normal periods of religious observances and especially where religious festivals occur when they may need time away from work.

Staff Data: by Sexual Orientation / Gender Re-Assignment

We recognise the importance of having a diverse workforce and ensuring we have a culture of inclusivity. This includes people from the Lesbian, Gay, Bisexual and Transgender or Questioning and intersex (LGBTQI+) community. It is recognised that some individuals can face specific obstacles when it comes to accessing many of their rights, including their right to social protection. Some individuals choose to remain private about their sexual orientation.

The terms lesbian, gay, bisexual, and pansexual refer to people's sexual orientation, that is, who they experience sexual attraction towards; while transgender refers to gender identity, that is someone whose gender differs from the one they were born with. Terms like genderqueer and non-binary refer to people who fall outside the construction of gender as male or female. Intersex people are born with physical or biological sex characteristics such as reproductive or sexual anatomy, hormones or chromosomes that do not seem to fit the typical definitions of male or female.

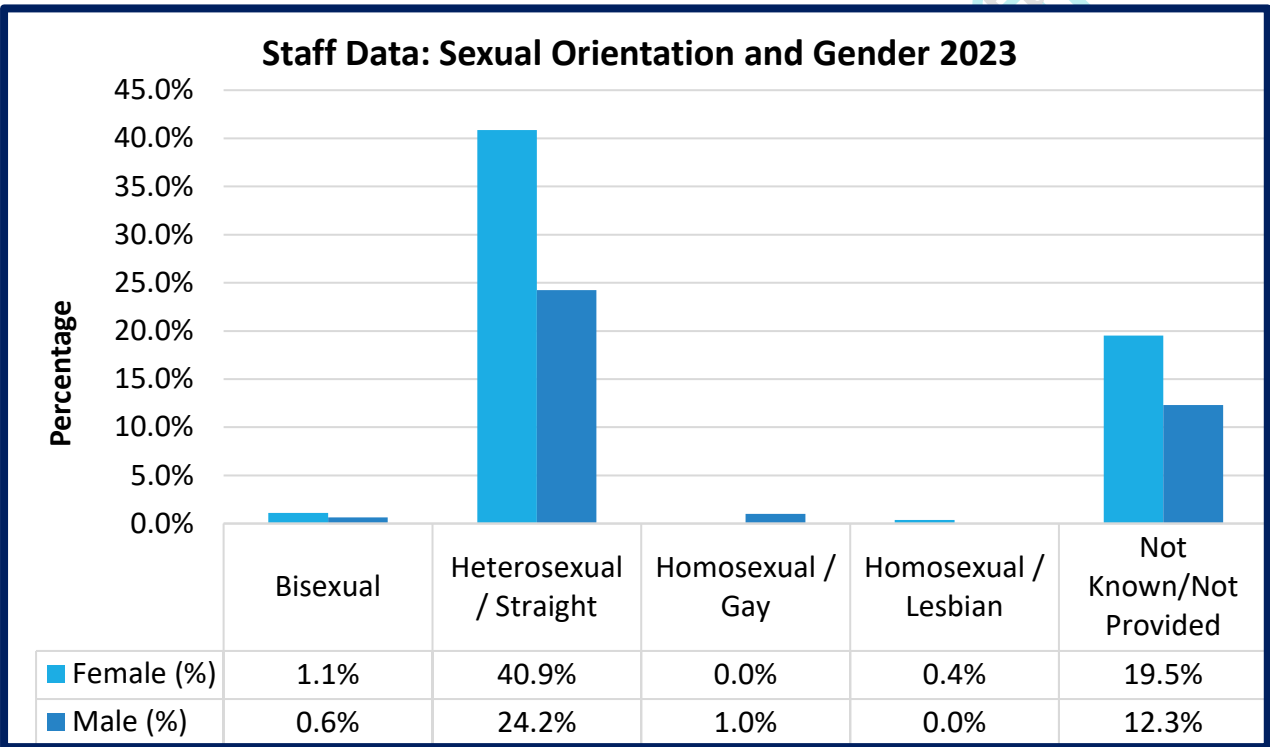
The list is not exhaustive and over recent years there has been positive changes towards how individuals identify themselves or choose not to. Different cultures, both historically as well as the world today, have used diverse language which express the wide range of sexual orientations

and gender expressions, and this is a changing landscape on a regular basis as different language and phrases are developed and come part of day-to-day language.

LGBTQI people are entitled to the enjoyment of all the rights outlined in international, regional, and domestic human rights law. Yet, due to strongly held cultural and social norms surrounding gender expression and sexuality they can sometimes be excluded or face barriers or in some cases discrimination.

We acknowledge this is still an area of high sensitivity and a very personal decision as to disclosing such information. As a college we work to ensure staff and students rights, regardless of their sexual orientation or gender are applied and help make our society inclusive where everyone can fully participate and in which no one is excluded or made to feel unwanted.

The graph below shows the College staff data by gender and sexual orientation 2023.



The Table below shows the staff data 2023 by sexual orientation and gender compared with the data reported in the previous two years.

Staff Data: Sexual Orientation by Gender Percentages									
Sexual Orientation	2023			2022			2021		
	Female	Male	Total	Female	Male	Total	Female	Male	Total

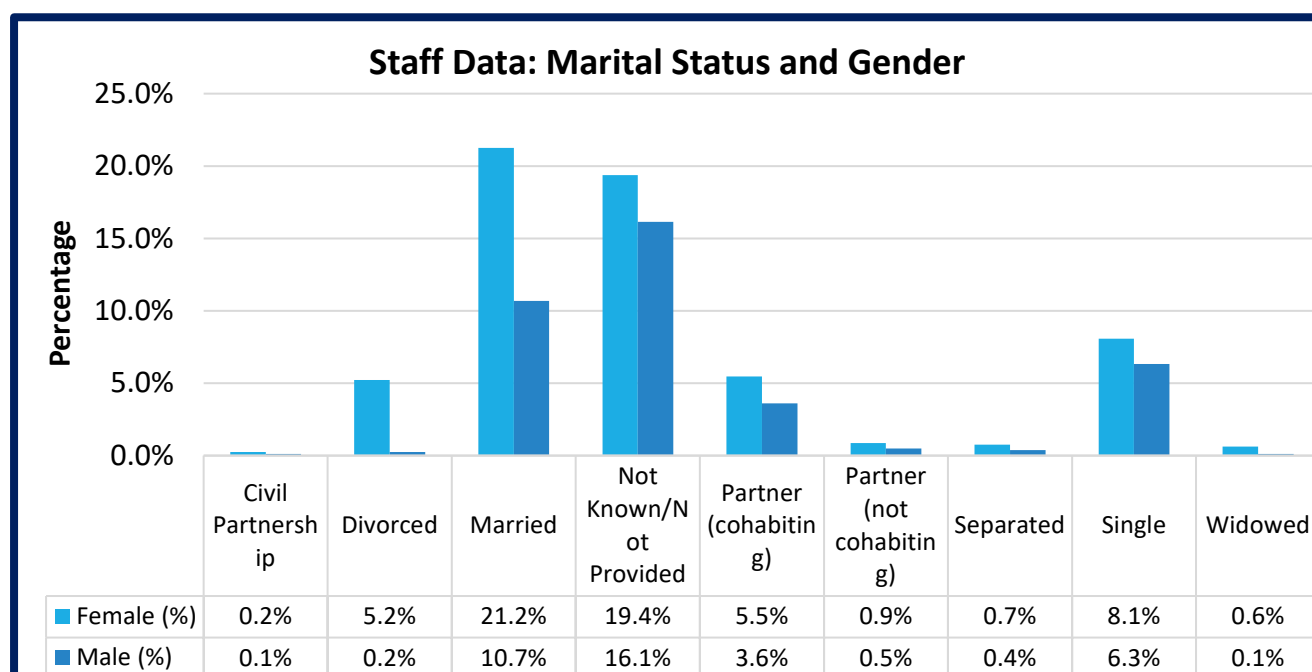
Bisexual	1.1	0.6	1.7	1.0	0.5	1.5	1.1	0.3	1.5
Heterosexual / Straight	40.9	24.2	65.1	39.9	24.2	64.1	38.9	25.0	63.9
Homosexual / Gay	0.0	1.0	1.0	0.1	1.0	1.1	0.2	1.1	1.4
Homosexual / Lesbian	0.4	0.0	0.4	0.4	0.0	0.4	0.6	0.0	0.6
Not Known / Not Provided	19.5	12.3	31.8	19.8	13.2	33.0	20.1	12.6	32.7
TOTAL	61.9	38.1	100	61.1	38.9	100	60.9	39.1	100

The College profile regarding staff disclosing their sexual orientation fluctuates slightly year on year and can change due to one or two people affecting the data.

We continue to encourage staff to disclose their equality data through the recruitment process and are working to remove or minimise any potential barriers. We do have staff who have disclosed that they are transgender and are at different stages in relation to gender-reassignment but may not wish to record the information on the system. We are providing support that they request or may be available to support them at work, and understand they are receiving appropriate support from medical professionals.

Marriage and Civil Partnership

The graph below shows the College staff data by Gender for Marriage and Civil Partnerships for 2023



The Table below shows the College workforce profile for 2023 compared with the previous two years in relation to marriage and civil partnership data by gender.

Staff Data: Marital Status by Gender Percentages Overall

	2023	2022	2021
Civil Partnership	0.4	0.4	0.2
Divorced	5.5	6.1	5.4
Married	31.9	31.8	29.7
Not Known / Not Provided	35.5	37.7	42.9
Partner (cohabiting)	9.1	7.5	7.8
Partner (Not cohabiting)	1.4	1.1	0.7
Separated	1.1	1.0	0.7
Single	14.4	13.7	12.2
Widowed	0.7	0.9	0.5
Total	100	100.0	100.0

In the last three years there has been slight fluctuations in the data from the analysis completed. Whilst there has been an alight reduction over the last 3 years in staff choosing not to disclose the information, there has only been minimal difference in the data for the other categories.

6.0 Staff Recruitment

We continue to monitor the recruitment process and take appropriate action to ensure there are no barriers in the recruitment and selection process for any of our applicants.

Throughout 2023 the Human Resources Department continued to explore new and alternative methods to widen our recruitment and advertising to attract skilled and experienced talent to the College. This included targeted recruitment campaigns, increased use of social media methods and radio campaigns, LinkedIn, specific recruitment agencies, approaching specific companies, along with attending job fairs and reverse job fairs, as well as holding a recruitment event on sites to attract teachers into the engineering & construction areas.

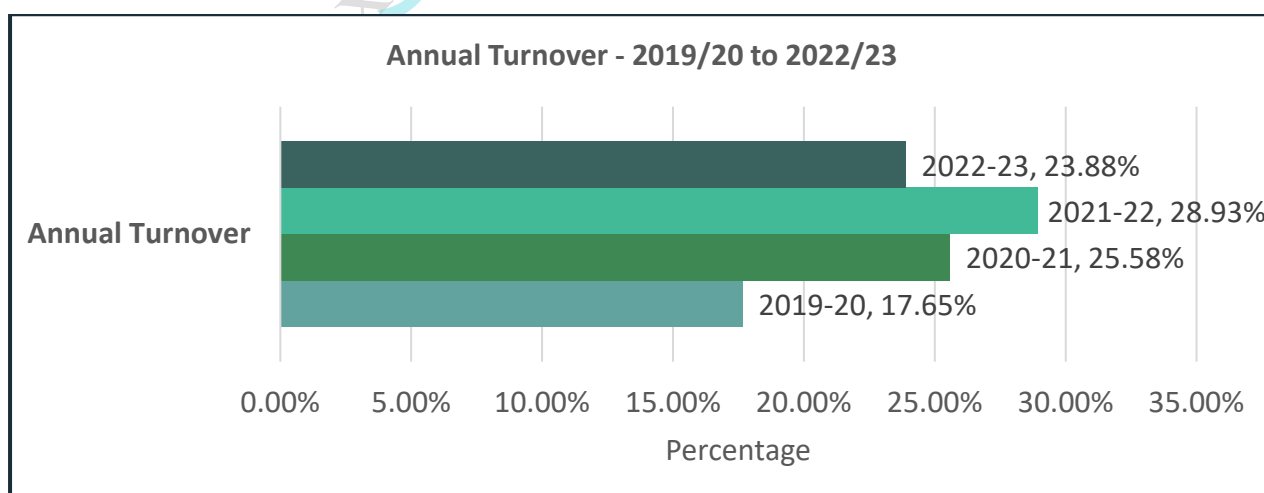
We have changed the way we advertised our roles, considered language we are using to ensure they were competitive, clear about the role and were attractive to applicants, considering the post pandemic job market and challenges recruiting to roles. In addition, as with other education establishments we have several curriculum areas and support areas which are more challenging to recruit to specialist or trade positions, so we always explore alternative recruitment methods to encourage all applicants.

As part of the Taking Teaching Further initiative, we continue to focus on attracting individuals from industry who have not taught or considered teaching and utilising their skills and knowledge in a different way to enrich the learning experience of our students.

The aim was to raise the College profile as an employer of choice, encourage applicants of people into teaching who may not have considered this career opportunity and work to continue to improve the workforce diversity profile.

College Turnover

The Graph below shows the turnover for the College from 2019 to 2023 by each academic year as a percentage of the overall turnover.



The College turnover for 2022s/2023 has decreased from 28.93% in 2021/2022 to 23.88% which is a 5.05% reduction. Further analysis shows that a total of 3.47% of staff left because of management / HR intervention, 1.11% left due to an organisational restructure and 19.31% left due to natural wastage.

The College has a strategic aim as part of our Employee Engagement Strategy to become an employer of choice. Whilst we would prefer to retain skilled and experienced staff, we also recognise that some turnover is positive as this encourages staff with skills and experience that current staff may not have and this also brings reviews, opportunities for innovation and exploring alternative ideas and methods of delivery and ensures we do not remain static.

Staff Recruitment Analysis

In 2023 the College received **1368** applications for positions advertised at the College. As you would expect with turnover having reduced, the College Management Team have been reviewing structures, moved to a College Groups management and staffing structure and therefore there were less vacancies advertised than in previous years. In 2022 the College received **1847** applications for positions at the college compared with a similar figure of **1845** applications in 2021.

The data provided in this section only includes the applications made electronically on the HR Management Information System. The data excludes the applications we receive via CV either independently or via a recruitment agency, which can, on average, be approximately 150-200 in any given year. These are normally for specialist positions, or where we are exploring short term projects and applicants do not provide Equality & Diversity personal information on application and often not required on engagement of agency workers.

Staff Recruitment Analysis: Age and Gender

Of the 1368 applications the College received 856 (62.6%) were from female applicants and 479 (35%) from male applicants and there were 2.4% of applicants who did not provide their gender.

The Table below shows a summary of the 1368 applications received by age and gender as a percentage of the total.

Applicants: Age Band by Gender Percentages 2023								
Gender	15-24	25-34	35-44	45-54	55-64	65+	Not Known / Not Provided	Grand Total
Female	12.8	19.3	14.0	9.8	6.1	0.4	0.3	62.6
Male	8.8	10.5	6.5	4.3	3.4	0.7	0.8	35.0
Not Known / Not Provided	0.0	0.0	0.0	0.0	0.0	0.0	2.4	2.4
Grand Total	21.6	29.8	20.5	14.1	9.5	1.1	3.5	100

This data is like previous years where in 2022 we received 64.5% of applications from females, 33.2% from males and 2.2% chose not to disclose their gender.

In 2023 most applications were received from applicants within the 25-35 age band, with the next highest 15-24 age band with 21.6% of applications and then 35-44 age band with 20.5% of applications. This is like applications received in 2022 when we received 34.3% of applications within the 25-35 age band and then within the 35-44 age band received 19.4% of applications which was closely followed by 15.24 age band with 19.1% of applications.

Year on year we continue to receive applications from individuals within the 55-64 and 65+ age bands, which evidences that we attract applicants from all age ranges.

The table below shows the same data for 2022.

Applications: Age Band and Gender (%) 2022								
Gender	15-24	25-34	35-44	45-54	55-64	65+	Not Known / Not Provided	Grand Total
Female	13.3	22.5	12.6	9.1	6.2	0.6	0.2	64.5
Male	5.8	11.8	6.8	4.2	3.5	0.9	0.3	33.2
Not Known / Not Provided	0.0	0.0	0.0	0.0	0.0	0.0	2.2	2.2
Grand Total	19.1	34.3	19.4	13.3	9.7	1.5	2.8	100.0

The table below shows the same data for 2021.

Applications: Age Band and Gender (%) 2021								
Gender	15-24	25-34	35-44	45-54	55-64	65+	Not Known / Not Provided	Grand Total
Female	18.43	15.01	12.85	11.00	4.82	0.22	0.65	62.98
Male	7.15	9.32	6.34	5.7	4.82	1.41	0.33	35.12
Not Known or Provided	0.00	0.00	0.00	0.00	0.00	0.00	1.90	1.90
Grand Total	25.58	24.34	19.19	16.75	9.65	1.63	2.87	100.00

Staff Recruitment Analysis: Disability and Gender

The College encourages applicants to disclose any disability or health condition when applying for vacancies to enable us to support them in future employment.

The Table below shows the applications received by disability and gender 2023.

Applications: Disability and Gender (%)								
Gender	2023				2022			
	No	Not Known/Not Provided	Yes	Grand Total	No	Not Known/Not Provided	Yes	Grand Total
Female	56.3	2.5	3.8	62.6	58.7	2.2	3.6	64.5
Male	29.8	2.0	3.2	35.0	28.0	1.8	3.4	33.2
Not Known / Not Provided	0.0	2.4	0.0	2.4	0.0	2.2	0.0	2.2
Total	86.0%	6.9%	7.0%	100.0	86.7	6.3	7.0	100.00

The data analysis shows that in 2023 and 2022 7.0% of applicants disclosed that they had a disability compared with 5.3% in 2021. The data gives some assurance that applicants feel able to disclose this information which is often considered extremely personal and sensitive. We also recognise that some individuals do not consider their health conditions a disability or choose not to disclose they have a disability on application. All applicants who disclose a disability are contacted prior to the recruitment and selection process and we work in partnership to ensure that any potential barriers are removed, and applicants have every opportunity to demonstrate their suitability for the role.

A member of the Human Resources Department will discuss the information they disclose and identify and agree any reasonable adjustments with them and their line manager. Appropriate action is taken to ensure that any reasonable adjustments are implemented prior to their first day at work to support them, wherever possible.

Staff Recruitment Analysis: Sexual Orientation and Gender

The table below shows the equality data for sexual orientation by gender for 2023 as a percentage of the total applicants.

Applications: Sexual Orientation by Gender (%) 2023						
Gender	Bisexual	Heterosexual / Straight	Homosexual / Gay	Homosexual / Lesbian	Not Known / Not Provided	Grand Total
Female	4.0	52.3	0.0	0.5	5.7	62.6
Male	1.5	27.6	1.7	0.0	4.2	35.0
Not Known / Not Provided	0.0	0.0	0.0	0.0	2.4	2.4
Grand Total	5.6	80.0	1.7	0.5	12.3	100.0

The data for applicants shows that 5.6% disclosed they were bisexual, 1.7% disclosed they were homosexual / Gay and 0.5% disclosed they were homosexual lesbian. This is the data as it is

currently recorded in our Human Resources system as part of individuals. It is important that the College review how we collate and record such data so that we can be more inclusive and incorporate the current gender identity categories and sexual orientation.

Staff Recruitment Analysis: Ethnicity and Gender

The Table below shows the applications received by individual's ethnicity and gender for 2023 and compared with 2022. This is shown as a table due to the small numbers and percentages.

Applications: Ethnicity and Gender	2023(%)				2022 (%)			
	Female	Male	Not Known or provided	Total	Female	Male	Not Known or Provided	Total
Any Other	0.6	0.5	0.0	1.1	1.2	0.4	0.0	1.6
Asian or British-Any Other	1.8	0.7	0.0	2.5	0.7	0.3	0.0	1.0
Asian or British- Bangladeshi	0.3	0.7	0.0	1.0	0.7	0.7	0.0	1.4
Asian or British- Indian	2.6	2.0	0.0	4.6	2.7	2.4	0.0	5.1
Asian or British- Pakistani	0.7	0.7	0.0	1.4	0.9	0.8	0.0	1.7
Black or British - Any Other	0.2	0.1	0.0	0.4	0.3	0.1	0.0	0.4
Black or British- African	2.4	2.9	0.0	5.3	2.3	2.5	0.0	4.9
Black or British- Caribbean	0.7	0.3	0.0	1.0	0.5	0.7	0.0	1.2
Chinese	0.1	0.3	0.0	0.4	0.2	0.6	0.0	0.8
Mixed- Any Other	0.8	0.6	0.0	1.4	1.0	0.4	0.0	1.4
Mixed-Asian and White	0.2	0.4	0.0	0.6	0.3	0.4	0.0	0.5
Mixed-Black African and White	0.2	0.3	0.0	0.5	0.1	0.2	0.0	0.3
Mixed-Black Caribbean and White	1.2	0.2	0.0	1.5	0.5	0.3	0.0	0.8
Not Known / Not Provided	1.8	2.0	2.4	6.3	1.6	1.7	2.2	5.5
White - Any Other	2.8	0.9	0.0	3.7	2.0	1.1	0.0	3.1
White-British	43.3	21.7	0.00	65.0	46.7	19.9	0.0	66.5
White-Irish	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.2
White-Other European	2.7	0.5	0	3.2	2.7	0.5	0.0	3.2
Grand Total	62.6	35.0	2.4	100.0	64.5	33.2	2.2	100.0

Applications from white British individuals totalled **65%** which is slight reduction from **66.5%** reported in 2022. Only 6.3% of applicants chose not to disclose their ethnicity.

It is positive that we continue to receive applications from across the diverse communities and ethnic groups and there appears to be slight increases and decreases in applicants between 2023 and 2022 from BAME individuals. However, due to the small percentages this could be 1 or 2 applicants affecting the calculations. We continue to advertise vacancies to attract applicants from as wider source as possible, both locally to all our college locations as well as nationally.

Staff Recruitment Analysis: Religion or Beliefs and Gender

The Table below shows applications summarised by religion or belief and gender 2023 compared with 2022 data analysis.

Applications: Religion / Religion and Gender	2023 (%)				2022 (%)			
	Female	Male	Not Known or Provided	Total	Female	Male	Not Known or Provided	Total
Buddhist	0.5	0.9	0.0	1.4	0.4	0.2	0.0	0.6
Christian	19.2	9.9	0.0	29.1	19.5	9.6	0.0	29.2
Hindu	1.3	1.3	0.0	2.6	1.4	1.5	0.0	2.9
Jewish	0.4	0.1	0.0	0.5	0.2	0.2	0.0	0.4
Muslim	2.9	2.6	0.0	5.4	3.2	2.6	0.0	5.8
No Religion or Belief	29.7	15.5	0.0	45.2	31.9	14.3	0.0	46.3
Not Known or Provided	5.9	3.7	2.4	12.1	4.9	3.5	2.2	10.6
Other Religion or Belief	2.5	1.0	0.0	3.4	2.6	1.2	0.0	3.8
Sikh	0.2	0.1	0.0	0.3	0.4	0.1	0.0	0.5
Grand Total	62.6	35.0	2.4	100.0	64.5	33.2	2.2	100.0

In line with the Equality Act, HR will continue to monitor these figures and to support staff and applicants to the College to understand how such data can help the College to create an inclusive environment.

7.0 Workforce Training & Development Analysis

This section provides a summary of all the training and development across the College in relation to pre-employment, employment and through the professional development schemes approved in relation to the Equality Act 2010 protected characteristics.

Continual Professional Development

With the College moving to a condensed teaching week with staff working four days on the Campus and one day remote on a Friday the College has set expectations that there is a two-hour dedicated period for continual professional development opportunities. This time is allocated for several training and development sessions, including specific management, academic or across college development sessions, all staff briefings along with development associated with department and work activities.

The College has implemented management development sessions focussing on sessions relevant to internal processes and any legislative changes along with changes required in management across college. Other sessions relating to changes in safeguarding management, quality assurance, financial and teaching and learning practices have also been developed and implemented.

The College also has designated leadership and management conferences designed and developed to enable across management training as well as opportunities for networking with colleagues and discussing and developing working priorities and practices together to ensure consistency in delivery and communications to the wider workforce.

We will continue to review and provided training sessions for staff to ensure they are fully aware of changes or working practices across the College. These sessions are often recorded so that staff who may not be able to attend a session and new staff joining can go and watch it later.

Training and Development

All staff are entitled to apply for training and development opportunities and are encouraged to identify training needs and consider how we can support staff to develop their skills, knowledge, expertise and upskill staff considering future needs of the College and our customers.

The management team are encouraged to work with their teams and provide development opportunities. The College utilises the expertise of staff employed to deliver training within their field of knowledge and expertise and increased sharing of good practice and reliance on skilled and experienced staff. The College will also explore training and development delivered from external sources to train staff in specific areas, attend training required along with breakfast briefings, conferences, and other relevant events to ensure the workforce is upskilled and has the most up to date knowledge to deliver in their roles.

Compulsory Professional Training

All new staff are required to complete compulsory professional training within the few months of employment and for the role which they are employed in, which consists of:

- Anti-Fraud, Bribery & Corruption
- Bullying & Harassment (including sexual harassment)
- College Induction
- Computer Cyber Security
- Equality, Diversity & Inclusion
- General Data Protection Regulations (GDPR)
- Health & Safety (Includes: Display Screen Equipment, Fire Safety, Manual Handling,
- Human Resources Induction
- PREVENT (Preventing Radicalisation and Extremism in Education)
- Remote Working Safety Training
- Safeguarding & Child Protection (includes reading Sections of Keeping Children Safe in Education updated annually).
- Safer Recruitment Training (all staff with responsibility for recruitment of staff)
- SEND (Special Educational Needs and Disability) Code of Practice
- Remote Working Training

The above list is not exclusive and other training may be implemented as appropriate from time to time to ensure that staff have the relevant skills and knowledge to support them in their roles and employment.

In addition, all current staff are required to complete the above training at regular intervals as a refresher and reminder of their responsibilities at agreed intervals. This contributes to ensuring all staff are aware of relevant information to support them in their roles, including any changes in legislation or regulations to enable all staff have the most up to date information and to ensure compliance, as well as supporting health & wellbeing.

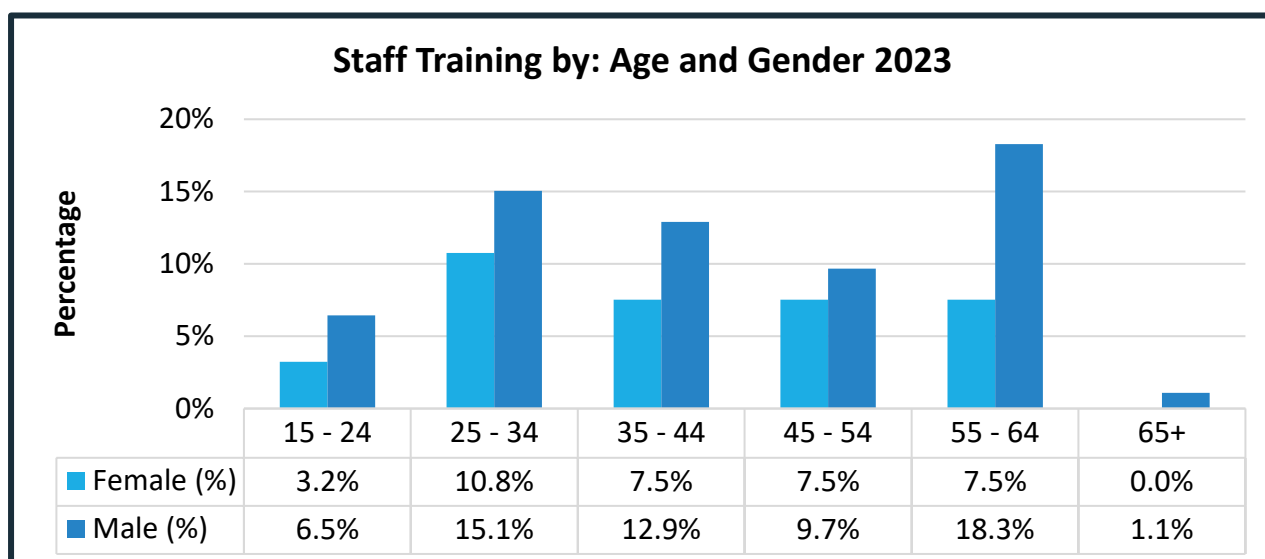
Staff Applications for Training and New Qualifications

Information is promoted to all staff regarding opportunities to apply to Staff Development to gain a new qualification, continual professional development related to their role or attendance at seminars or conferences.

Analysis shows that the application and approval process for training across all areas of the College from applications received is fair and equitable for all staff. We received **93** applications which has remained like previous years. We are part of the Taking Teaching Further project and encourage applications from individuals from industry into teaching. Of the 95 applications 36.6% (34) were received from females and 63.4% (59) from male staff employed. Normally all applications are approved, however in this year two were declined as the training requested was not relevant to their current role, and staff were asked to explore alternative training and development.

Staff Training Applications by Age and Gender

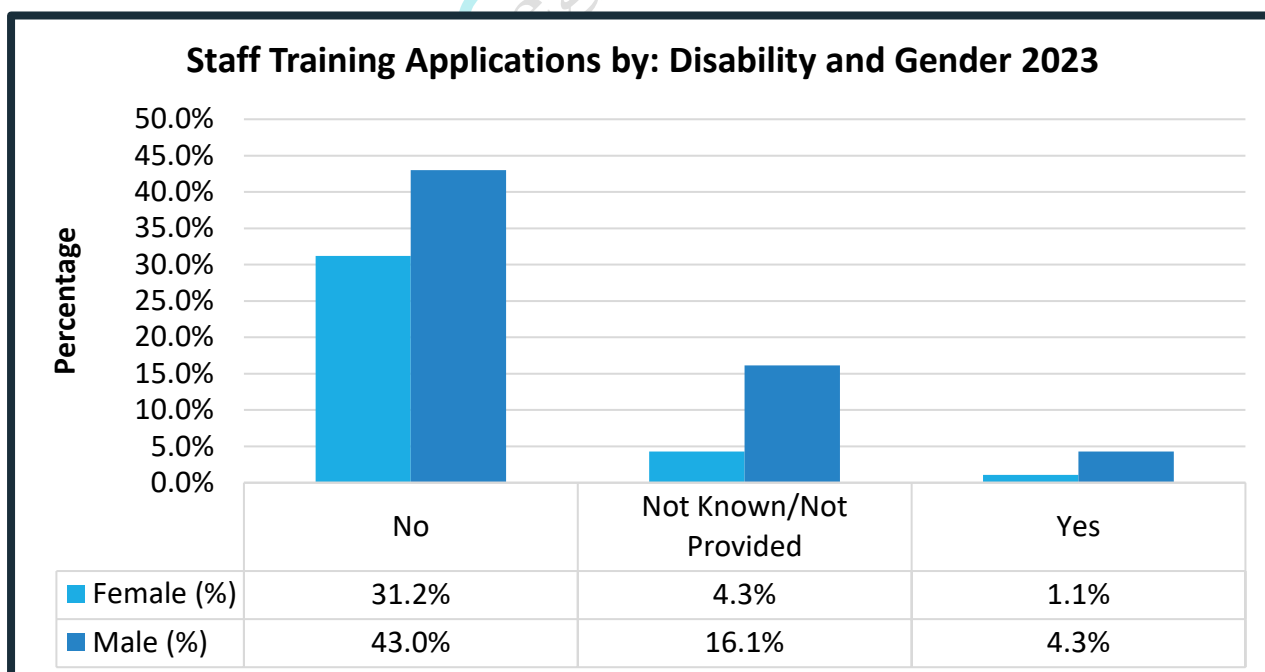
Staff development applications received by gender and age band 2023.



The graphs above show the number of training and development applications by age band and gender for 2023. The data shows that applications are received across the age bands.

Staff Training Applications by: Disability and Gender

The Graph below shows that 5.4% of applications for staff development were received from staff who disclosed having a disability. This is a 1.2% increase on applications received in 2022 and a further increase of 2.2% in comparison with 2021 data reported.



There were 74.2% of staff who disclosed they did not have a disability or health conditions, whereas 20.4% of applicants chose not to provide this information. The data is reflective of the overall workforce profile analysis.

Staff Training by Sexual Orientation and Gender Reassignment

The table below shows the applications for staff development funding by disclosed sexual orientation and gender for 2023 as a percentage.

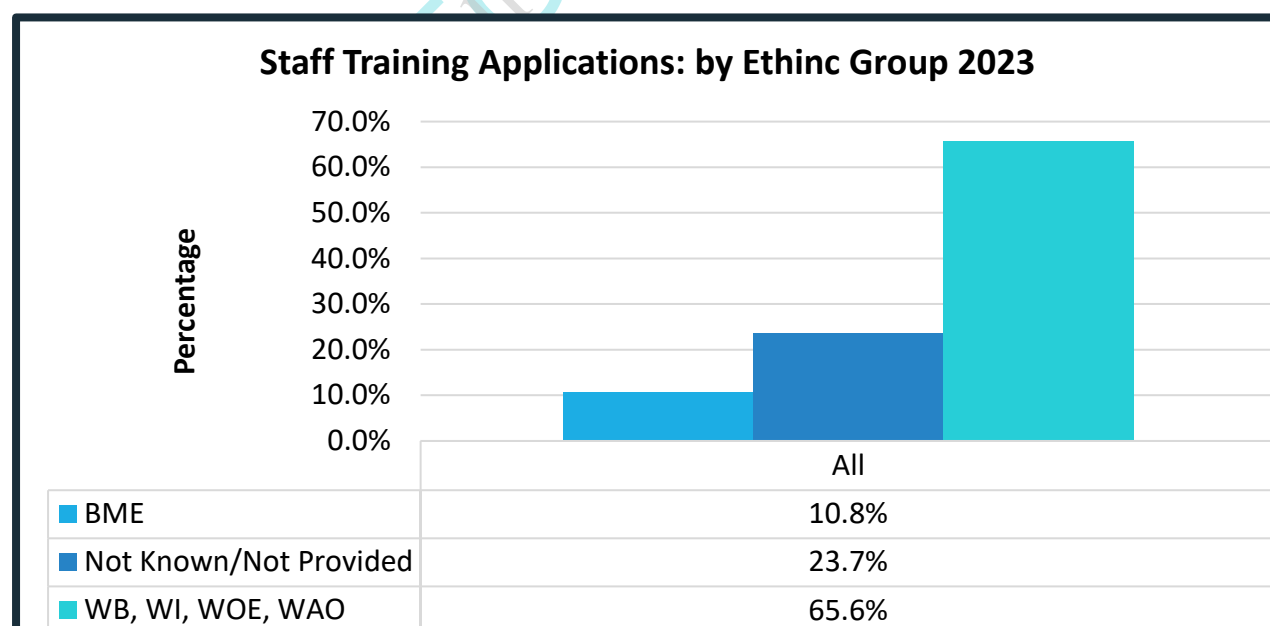
SEXUAL ORIENTATION	Female (%)	Male (%)	Overall Total (%)
Bisexual	1.1	2.2	3.2
Heterosexual / Straight	22.6	37.6	60.2
Homosexual / Gay	0.0	1.1	1.1
Homosexual / Lesbian	0.0	0.0	0.0
Not Known/Not Provided	12.9	22.6	35.5
TOTAL	36.6	63.4	100

The table below shows the staff applications for training and development funding for 2023 by gender reassignment and gender as a percentage of applications.

GENDER REASSIGNMENT	Female (%)	Male (%)	Overall Total (%)
No	21.5	32.3	53.8
Not Known/Not Provided	15.1	30.1	45.2
Yes	0.0	1.1	1.1
TOTAL	36.6	63.4	100

Staff Training Applications by Ethnicity and Gender:

The table below shows the summary of staff applications for development by Ethnicity overall for 2023.



This shows us that there are more staff from BAME ethnic groups applying for new qualifications in 2023. Applications for development from BAME individuals totals 10.8% which is an increase

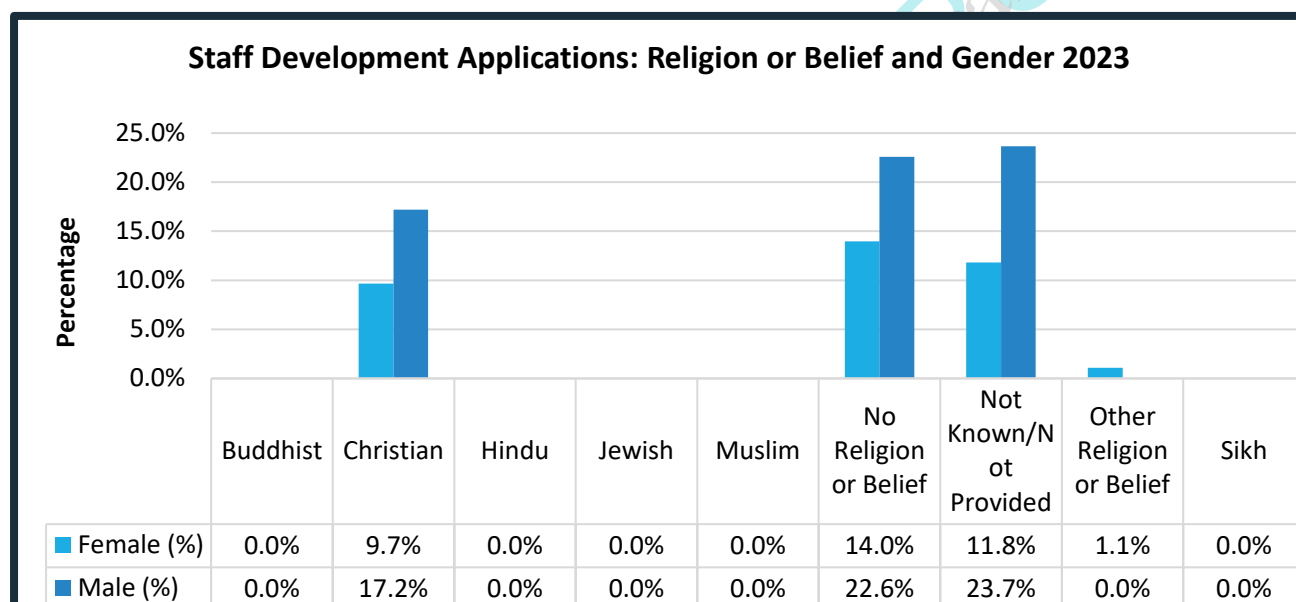
on applications in 2022 which totalled 9.5% and a further increase on 2021 applications which totalled 5.7%.

***Important notes.**

- *BAME = Black, Asian and minority ethnic group. This is a term commonly used to describe anyone who is a non-white person or group. We respect this does not necessarily cover all ethnic and cultural complexities and there is momentum to refer to diverse ethnic communities rather than BAME moving forward.*
- *WB = White British; WB = White Irish; WOE = White Other English; WAO = White African Other*

Staff Development Applications by: Religion or Belief and Gender

The table below shows the percentage of staff development applications received by Religion or Belief and Gender for 2023 overall.



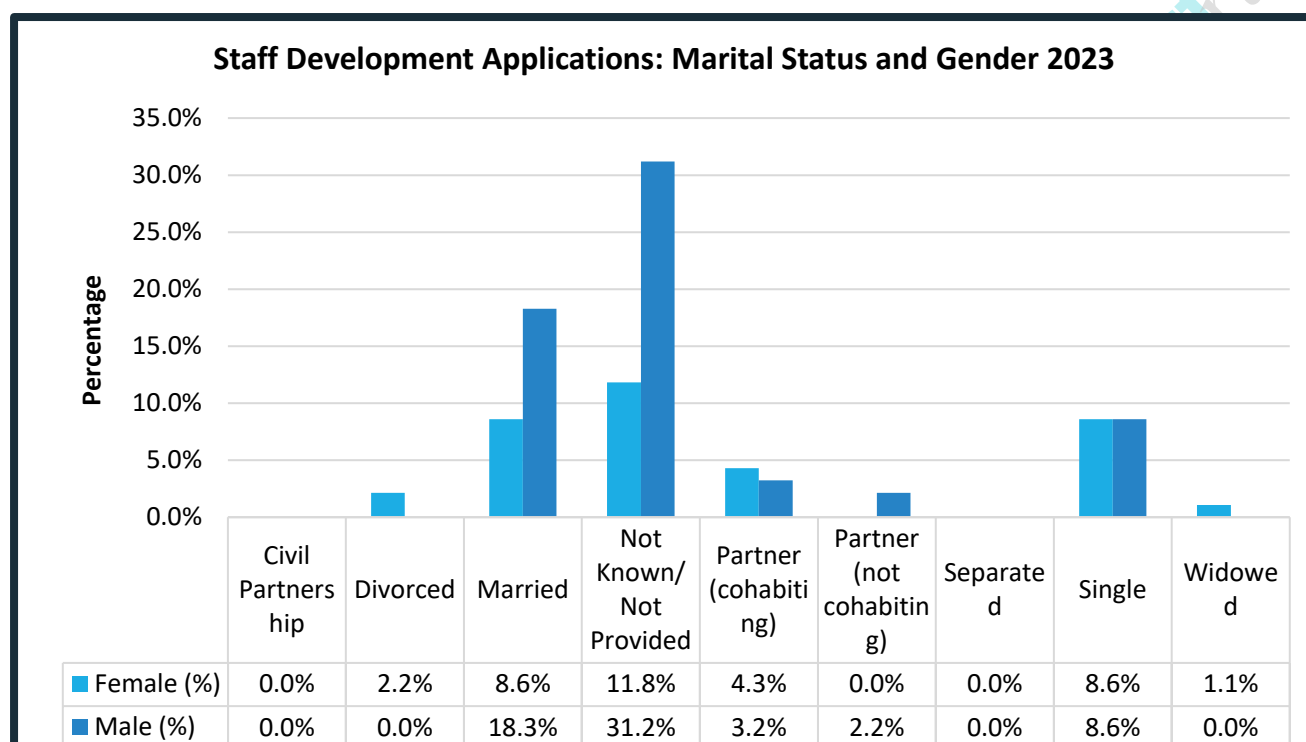
The Table below shows the same data as reported in the graph above and includes the totals for each religion as a percentage of the overall total number of applications.

RELIGION OR BELIEF	Female (%)	Male (%)	Overall Total (%)
Buddhist	0.0	0.0	0.0
Christian	9.7	17.2	26.9
Hindu	0.0	0.0	0.0
Jewish	0.0	0.0	0.0
Muslim	0.0	0.0	0.0
No Religion or Belief	14.0	22.6	36.6
Not Known/Not Provided	11.8	23.7	35.5
Other Religion or Belief	1.1	0.0	1.1
Sikh	0.0	0.0	0.0
TOTAL	36.6	63.4	100

In 2023 most applications were received from staff who disclosed they had no religion or belief (36.6%) and chose not to disclose or not provide their religion or belief, 35.5%. This is reflective of the staff data overall. Applications were received from 26.9% of staff who disclosed they were Christian and 1.1% of staff who disclosed other religions or beliefs.

Staff Development Applications by: Marital Status and Gender

The Graph below shows staff development applications for funding by marital status and gender as a percentage of the total applications received.



The Table below shows the same information in the graph above with the totals.

MARITAL STATUS	Female (%)	Male (%)	Overall Total (%)
Civil Partnership	0.0	0.0	0.0
Divorced	2.2	0.0	2.2
Married	8.6	18.3	26.9
Not Known/Not Provided	11.8	31.2	43.0
Partner (cohabiting)	4.3	3.2	7.5
Partner (not cohabiting)	0.0	2.2	2.2
Separated	0.0	0.0	0.0
Single	8.6	8.6	17.2
Widowed	1.1	0.0	1.1
Total	36.6	63.4	100

Our Main Aims

Whilst the diversity challenges faced by the College are like those that affect the Further Education sector and our local communities, the work undertaken by the College on equality, diversity and inclusion continues to be one of our strengths and something we are extremely proud of.

- We will continue to build on our strength of embedding equality, diversity, and inclusion in the College culture, so that it continues to permeate throughout the working and the learning environment both within and beyond the classroom experience.
- Further, develop those areas for improvement such as the levels of staff disclosure and the monitoring of protected characteristics.
- Promote a culture of tolerance and respect across the organisation.
- Analyse data regularly leading to an annual equality, diversity, and inclusion report.
- Maintain a zero-tolerance approach to discrimination.
- Share information to educate and promote equality, diversity, and inclusion.
- Provide a supportive environment in which all staff can flourish and take pride.
- Further develop a more flexible employment base to help meet the changing needs of the organisation.

Modern Slavery Act Statement for 2024

Introduction

- This statement is designed in pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that South Essex College has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.
- South Essex College is a Further Education College established under the Further and Higher Education Act 1992. It is an exempt charity for the purposes of the Charities Act 2011. Some of our primary purpose trading is undertaken through an owned subsidiary company, Training for Bradford Limited, which is also covered by this statement.
- The College's core business is to deliver education and training to students from the age of 16. This covers a wide range of vocational and academic programs covering, further education, apprenticeships, adult, and higher education.
- The College also delivers teacher training to a large cohort of post 18 students.
- For more information about South Essex College see our college website www.southessex.ac.uk/about-us

Slavery and Human Trafficking Statement

- South Essex College's core values are at the heart of everything we do. We are committed to running our business responsibly and in accordance with the ambitious standards embedded in our core values.
- 'Individual liberty,' 'respect for the rule of law' 'equality' and 'mutual respect' are among our PROUD Values. Slavery and human trafficking are very plainly incompatible with these values.
- We expect the same ambitious standards from our suppliers, all partner organisations, and external stakeholders we work with.
- Our Procurement Policy helps us to consider issues around modern slavery and human trafficking with our supply chain.
- We have policies and procedures in place to encourage and respond to public interest disclosures and to protect whistle blowers.
- It is a fundamental part, or our procurement process is to ensure that our suppliers are taking steps to ensure that slavery and human trafficking is not taking place within their businesses and within their supply chains. We also request copies of any relevant policy documents dealing with this issue. We receive and log their responses to ensure their approach is consistent with ours.
- We will work with our principal suppliers to ensure that our approach to slavery and human trafficking is reflected in all our purchases of goods and services, and, so far as reasonably practicable, that neither we nor they are involved in any way, either directly or indirectly, in slavery and human trafficking