

Staff Profile Information

As a College we are committed to achieving the objectives of the Equality Act, namely to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The Duty requires us to adhere to specific duties, the first of which is to publish data in relation to the College's operations.

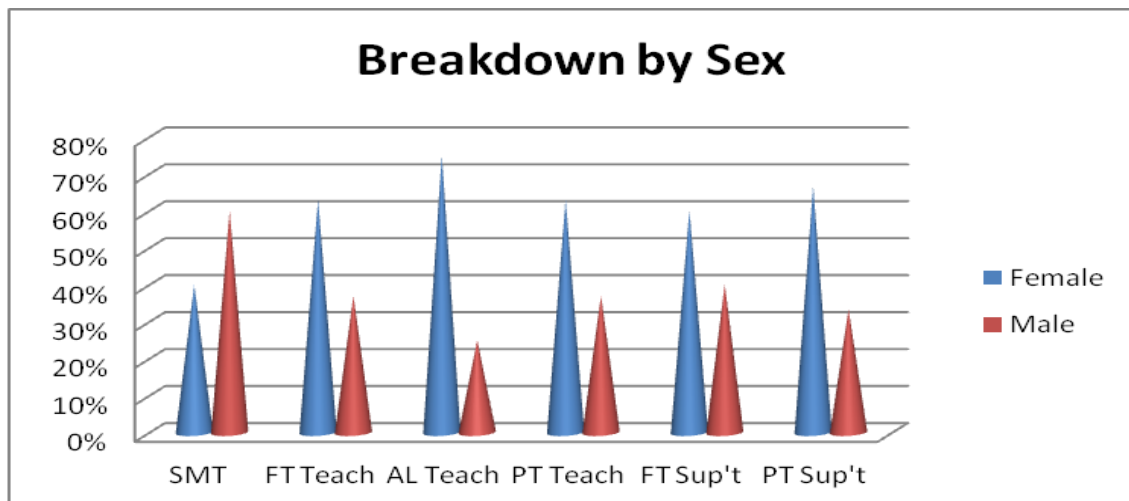
We have published data for College staff against eight of the nine protected characteristics as defined within the Equalities Act, the exception being pregnancy. The data relates to our staffing establishment.

We also monitor statistics against the protected characteristics in relation to recruitment trends, appointments, promotion, discipline and grievance to ensure that we prevent any form of discrimination.

The data for the College's current staff profile is shown below:

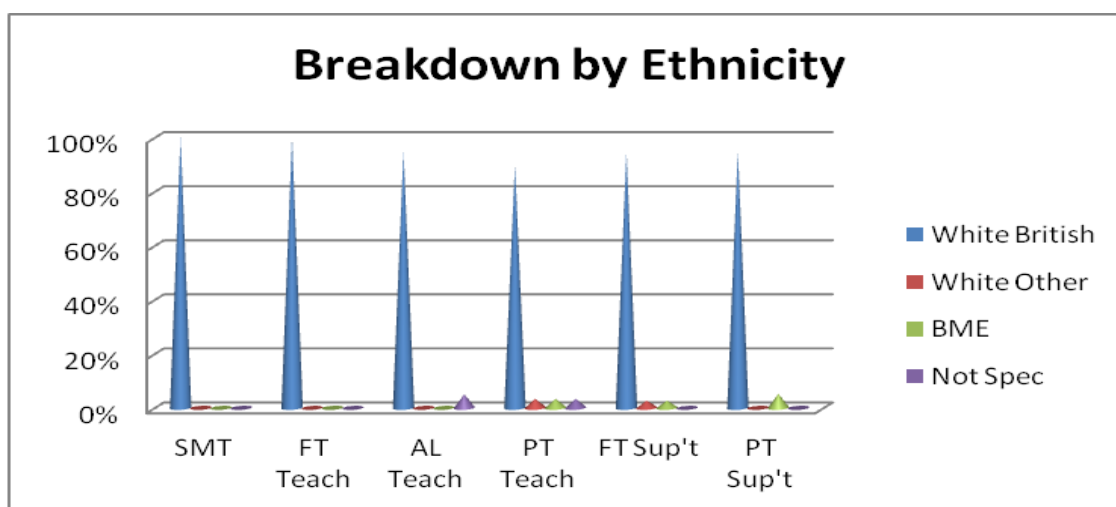
1. Sex

	Female	Male
Senior Management	40%	60%
Full time Teaching	63.1%	36.9%
Associate Teaching	75%	25%
Part time Teaching	62.7%	37.3%
Full time Support	59.5%	40.5%
Part time Support	66.7%	33.3%



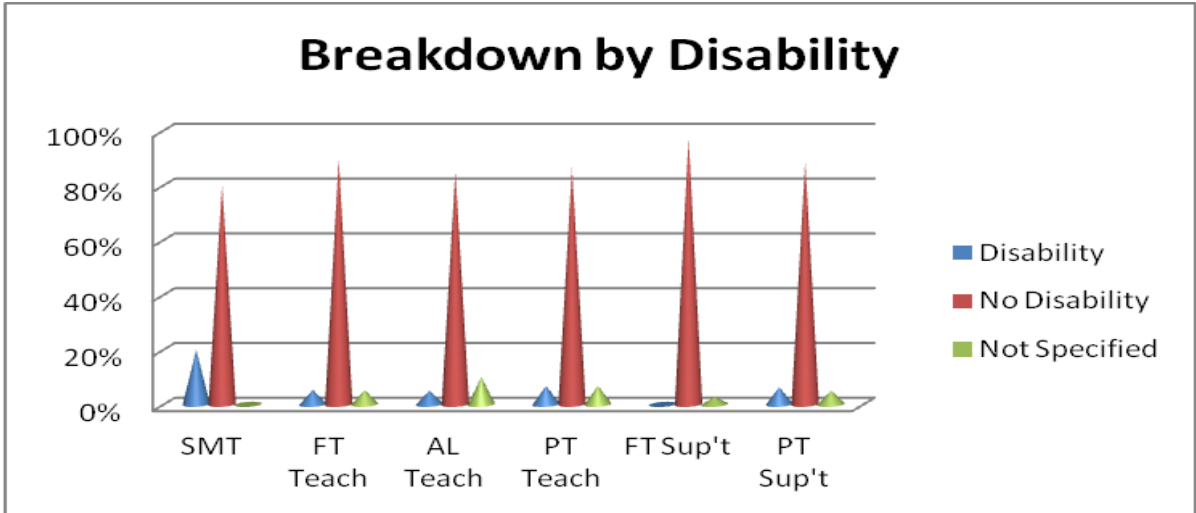
2. Ethnicity

	White British	White Other	BME	Not Specified
Senior Management	100%	0%	0%	0%
Full time Teaching	100%	0%	0%	0%
Associate Teaching	95%	0%	0%	5%
Part time Teaching	89.8	3.4%	3.4%	3.4%
Full time Support	94.6%	2.7%	2.7%	0%
Part time Support	94.8%	0%	0%	5.2%



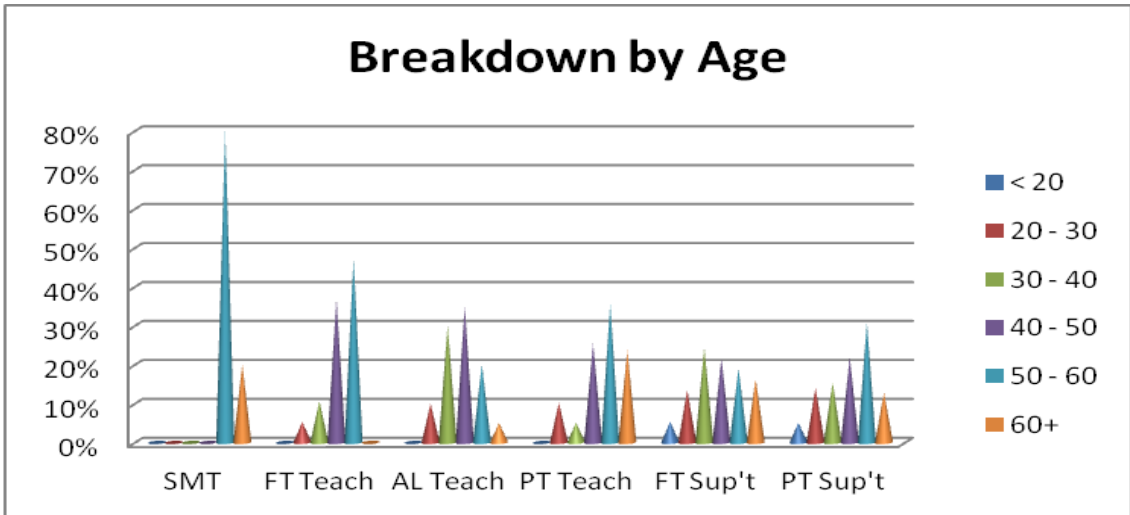
3. Disability

	Disability	No Disability	Not Specified
Senior Management	20%	80%	0%
Full time Teaching	5.3%	89.4%	5.3%
Associate Teaching	5%	85%	10%
Part time Teaching	6.8%	86.4%	6.8%
Full time Support	0%	97.3%	2.7%
Part time Support	6.4%	88.5%	5.1%



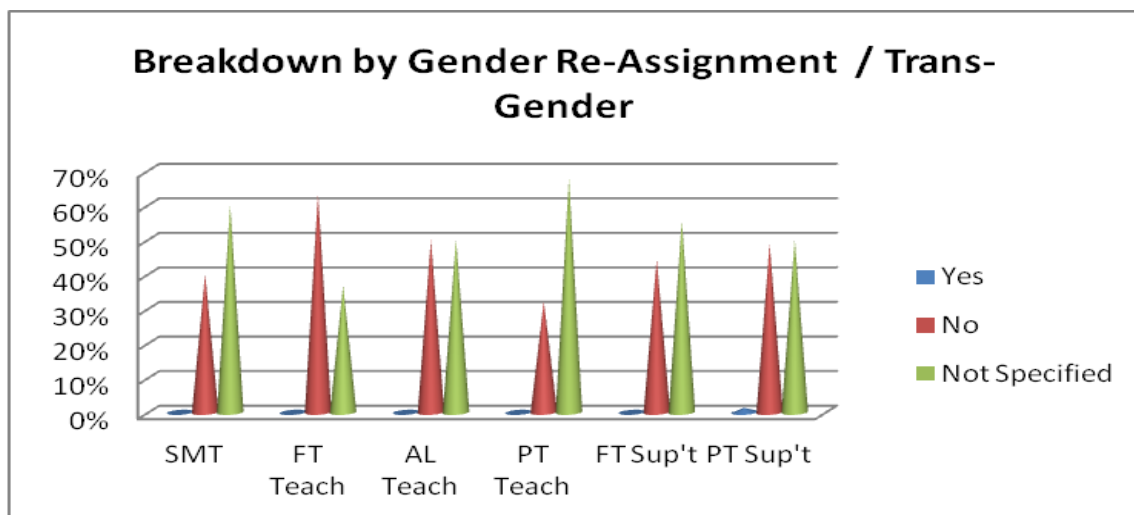
4. Age

	< 20	20 - 30	30 - 40	40 - 50	50 - 60	60+
Senior M'ment	0%	0%	0%	0%	80%	20%
FT Teaching	0%	5.3%	10.6%	36.8%	47.3%	0%
Assoc Teaching	0%	10%	30%	35%	20%	5%
PT Teaching	0%	10.2%	5.1%	25.4%	35.6%	23.7%
FT Support	5.4%	13.5%	24.3%	21.6%	18.9%	16.3%
PT Support	5.1%	14.1%	15.4%	21.8%	30.8%	12.8%



5. Gender Re-assignment / Trans-Gender

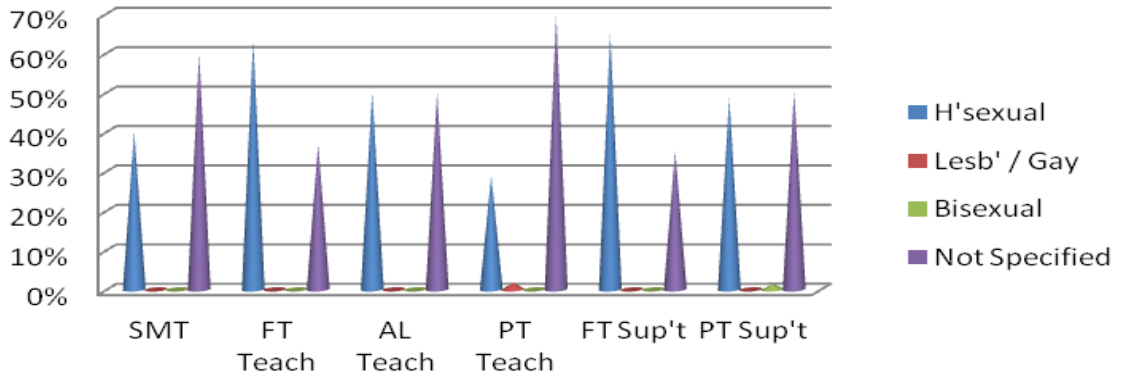
	Yes	No	Not Specified
Senior Management	0%	40%	60%
Full time Teaching	0%	63.2%	36.8%
Associate Teaching	0%	50%	50%
Part time Teaching	0%	32.2%	67.8%
Full time Support	0%	44.4%	55.6%
Part time Support	1.3%	48.7%	50%



6. Sexual Orientation

	Hetero sexual	Lesbian / Gay	Bisexual	Not Specified
Senior Management	40%	0%	0%	60%
Full time Teaching	63.2%	0%	0%	36.8%
Associate Teaching	50%	0%	0%	50%
Part time Teaching	28.8%	1.7%	0%	69.5%
Full time Support	64.9%	0%	0%	35.1%
Part time Support	48.7%	0%	1.3%	50%

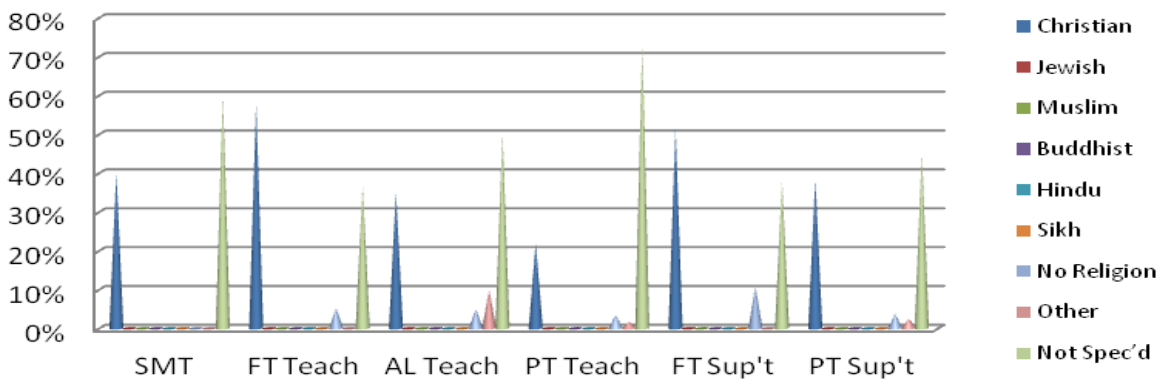
Breakdown by Sexual Orientation



7. Religion / Belief

	Christian	Jewish	Muslim	Buddhist	Hindu	Sikh	No Religion	Other	Not Spec'd
Senior M'ment	40%	0%	0%	0%	0%	0%	0%	0%	60%
FT Teaching	57.9%	0%	0%	0%	0%	0%	5.3%	0%	36.8%
Assoc Teach	35%	0%	0%	0%	0%	0%	5%	10%	50%
PT Teaching	22%	0%	0%	0%	0%	0%	3.4%	1.7%	72.9%
FT Support	51.4%	0%	0%	0%	0%	0%	10.8%	0%	37.8%
PT Support	38.5%	0%	0%	0%	0%	0%	3.8%	2.6%	44.9%

Breakdown by Religion / Faith



8. Marital Status

	Single	Married	Divorced	Other	Not Specified
Senior Management	10%	60%	10%	0%	0%
Full time Teaching	10.5%	84.2%	0%	5.3%	0%
Associate Teaching	10%	75%	0%	10%	5%
Part time Teaching	28.8%	66.1%	1.7%	3.4%	0%
Full time Support	29.8%	48.6%	2.7%	16.2%	2.7%
Part time Support	29.5%	64.1%	0%	6.4%	0%

