

Paper 10 Information

Academic Committee	
Annual Student and Staff Equality, Diversity and Inclusion Data Report 2022-2023	
Meeting Date	20 November 2023
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Designation	Interim Director of Student Services
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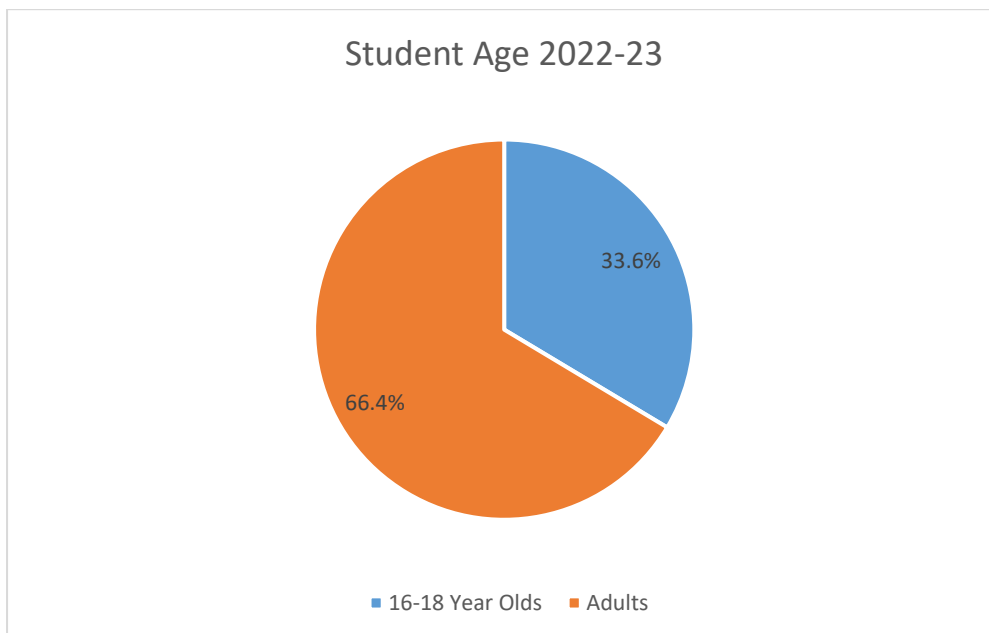
Introduction

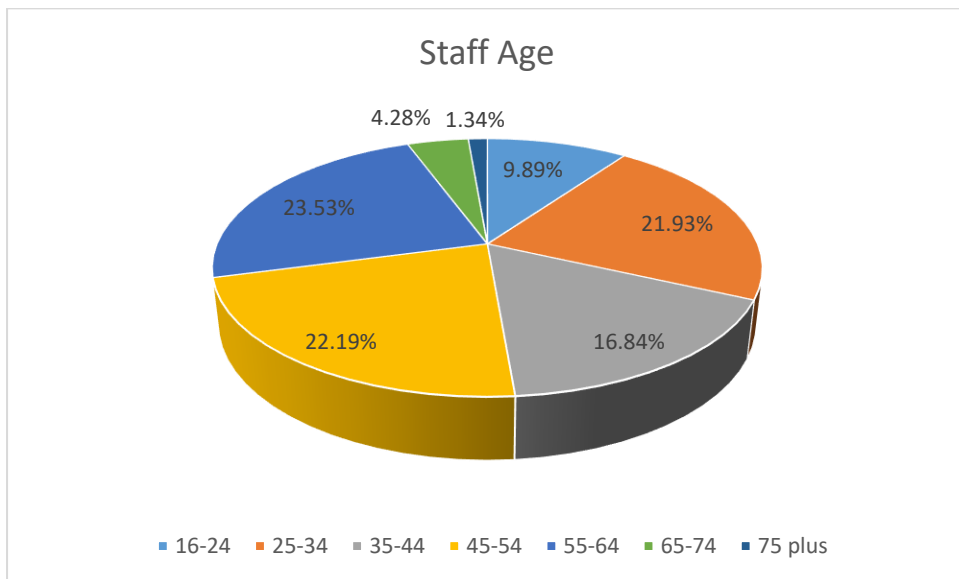
1. This paper provides information on student statistics for the College by equality measures.

Equality and Diversity Statistics

2. The following statistics are for the whole student cohort and staff in the academic year 2022-23.

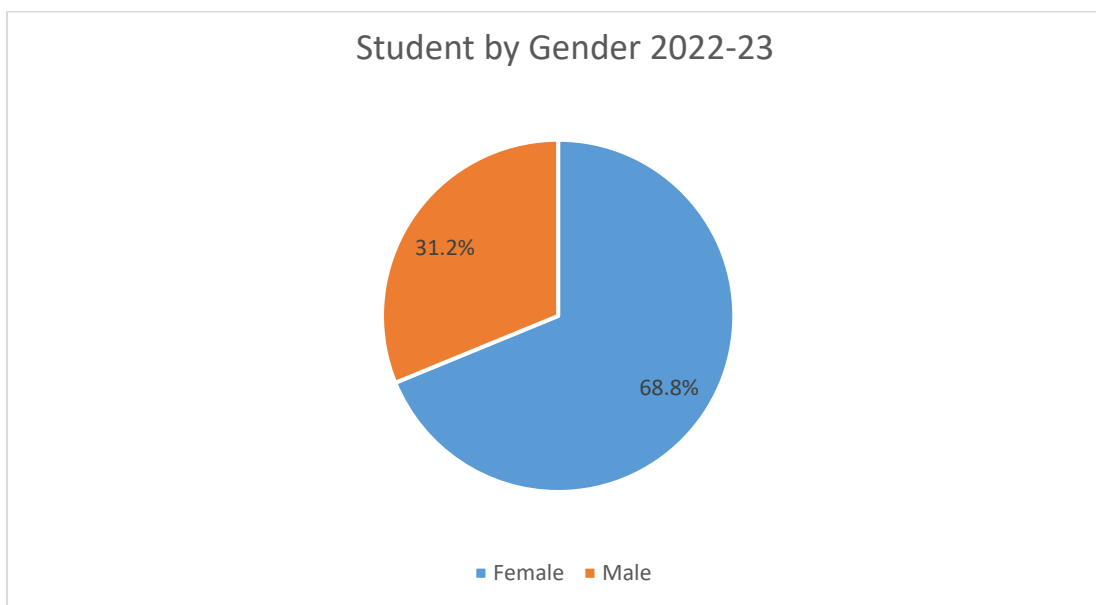
Age

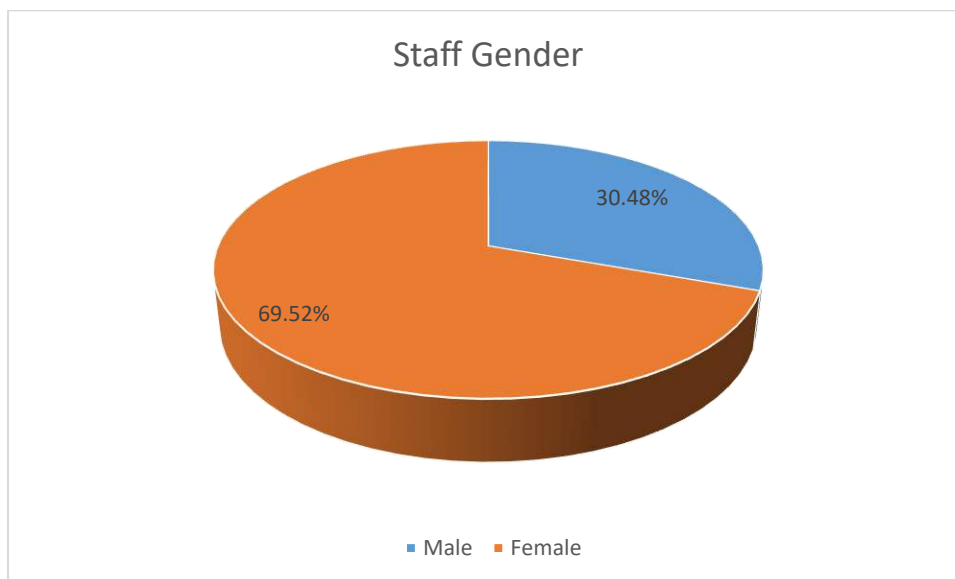




3. The highest proportion of staff is in the age group 55-64 at 23.5%. This is a change from 21/22 where 25-34 year olds were our biggest staffing cohort. This also does not reflect the FE national average at 29% for age group 45-54.
4. Student age splits remain fairly static year on year, 16-18 learners have increased 1.2% from 32.4% in 2021/22

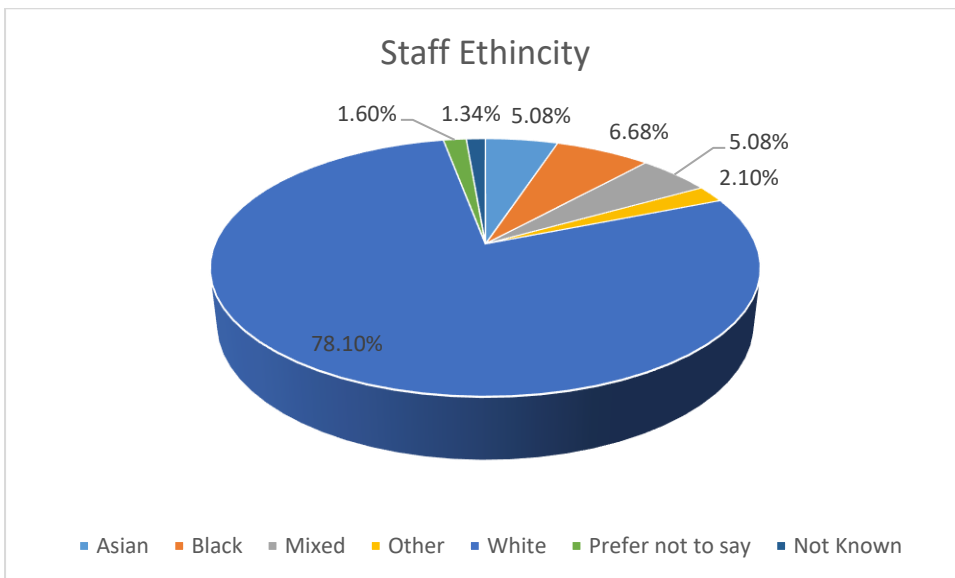
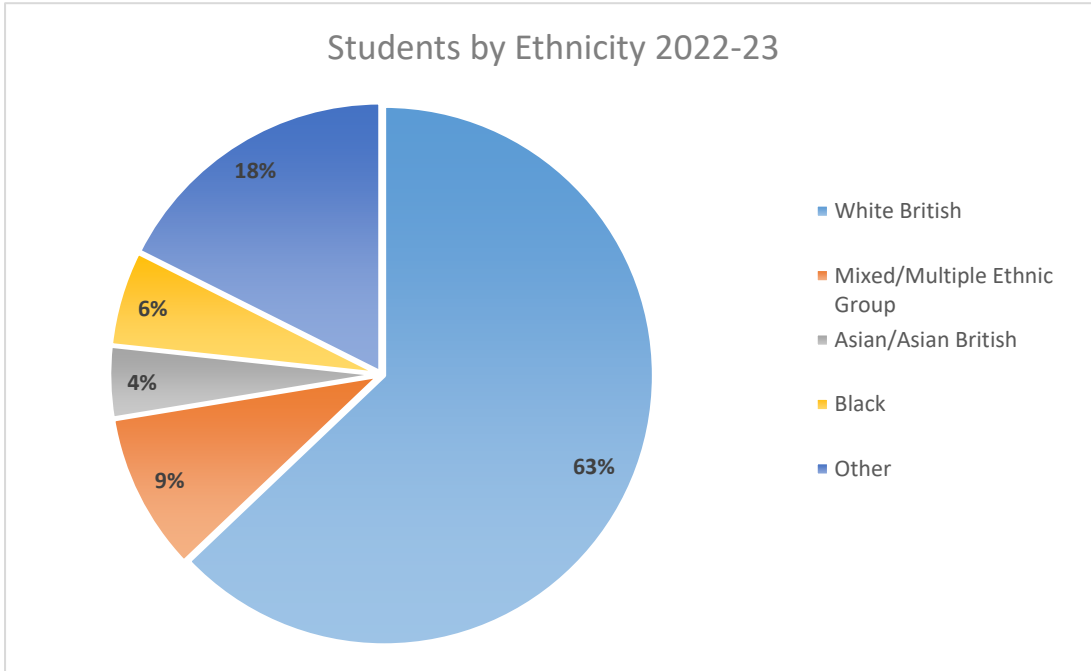
Gender





5. The gender split of learners again remain fairly static with female learners accounting for approximately 70% of the student cohort, this was actually down .6% year on year. Overall FE and Skills Data, for 2021-22 benchmark, states female learners accounted for 60.6% of the student cohort although this is not land-based specific.
6. FE workforce data, 2021-22, states that 65% of the FE workforce are female. In teaching roles this was lowered to 60% though in support and administration roles this was as high as 72%. At Capel Manor 69.5% of the workforce are female which is slightly higher than FE national rates. This may go some way to explaining the gender pay difference that Capel has reported as lots of its female staff are in admin, part-time or casual positions.
7. The College reported a mean gender pay gap of 7.99% for the last snapshot period (31 March 2022). This is lower than the national average of 14.9% (ONS, 2022). It is also significantly lower than the education sector average of 26% (NGA, 2021).
8. The College aim is to reduce its gender pay gap further and it will achieve this in a number of ways including:
 - Having clear policies in place relating to the promotion of equality, diversity and inclusion
 - Being a supporter of flexible working arrangements and introducing more atypical working patterns
 - Equality, diversity and inclusion are discussed at a senior level by the Senior Leadership Team and Governors
 - The Human Resources Department ensures that all recruitment adverts are written free from gender bias language
 - The College has fixed salary scales in place and salaries are determined by the role being fulfilled rather than through individual negotiation
 - Continuing to be a supporter of the London Living Wage

Ethnicity



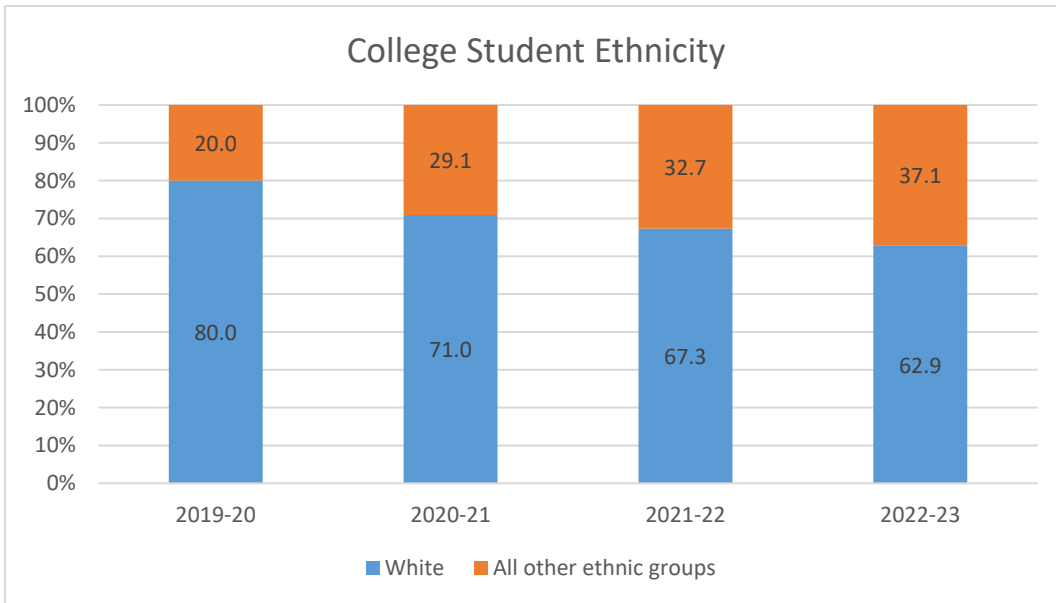
9. The largest ethnic group for learners at the College 2022-23 is White British (63%), this has declined by 8% since 2020-21 with a 4% reduction in white students each academic year. The second largest ethnic group identifies as other at 18%, Mixed students are at 9% and black students account for 6% of the student cohort whilst Asian learners account for 4%. Our recruitment of Black and Asian students has remained the same since 2020/21, suggesting that we are still not actively attracting learners from these backgrounds using our current approaches and strategies.

10. The total proportion of staff employed from ethnic minority communities is 22% (3% increase on year from 2021/22 though this does include those who would prefer not to say and not

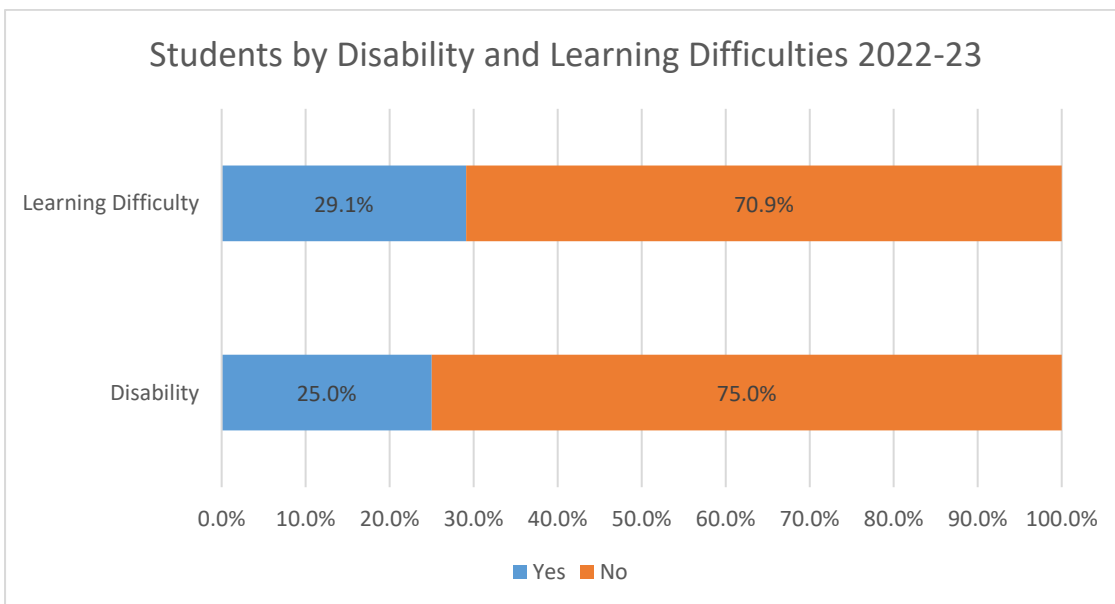
known. Within the context of the London figure for the non-white/ethnic populations Capel Manor employs staff numbers that is significantly lower than the London population.

The ethnic population is 46% according to the latest census data, with 20.7% identifying as Asian, 13.5% as Black, 5.7% as mixed and 6% as other. However, this is in line with FE averages where 18.9% of the workforce identified as belonging to an ethnic minority group, 6% of the national workforce identified as Asian and 3.8% as Black or Black British.

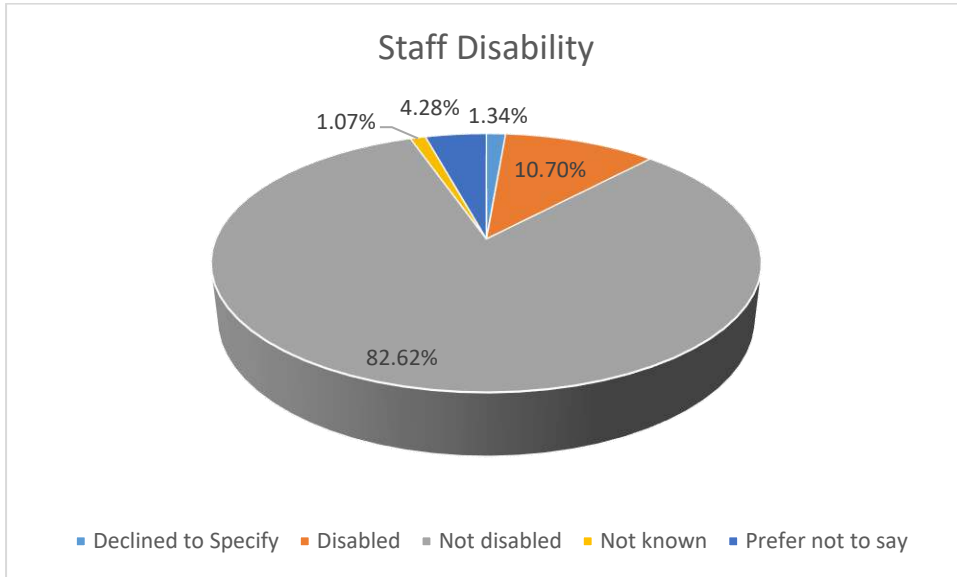
- 11. The total proportion of students from ethnic minority communities is 37.1%, a 4.4% increase year on year and a 17% increase over the last four years, this is 13.5%% above the FE Skills sector data 2021-22 (23.6%), and is very high for a landbased college.



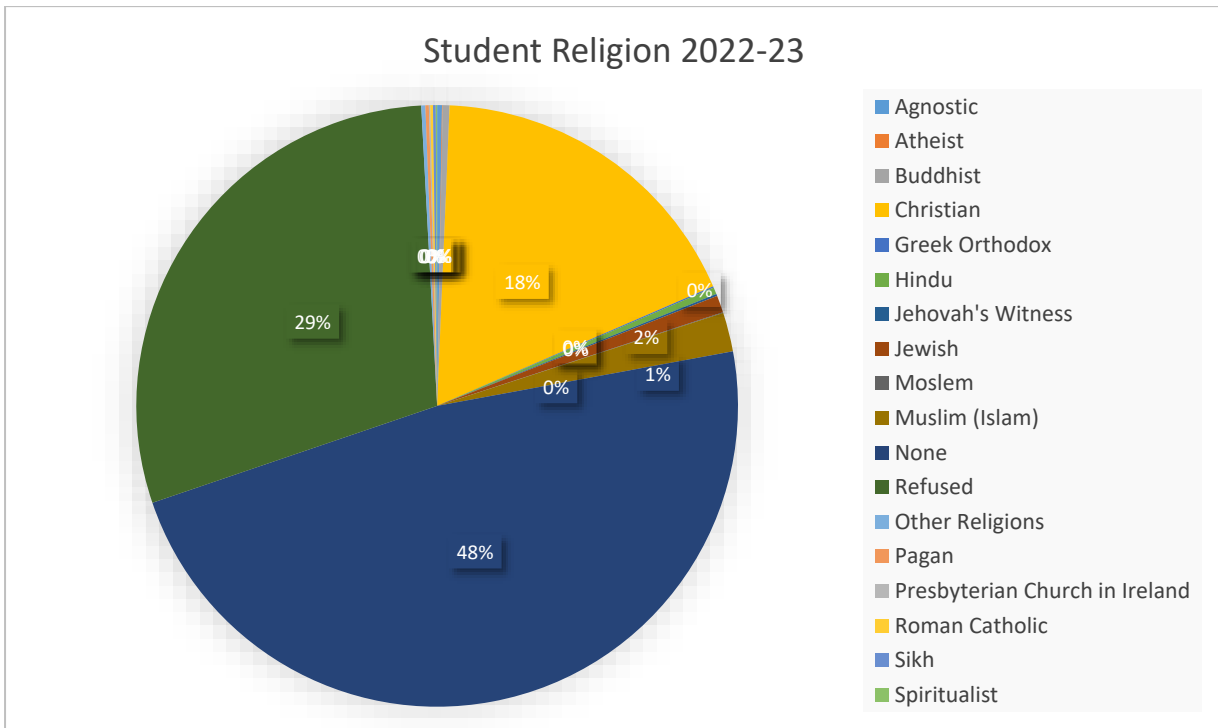
Student Disability and Learning Difficulty

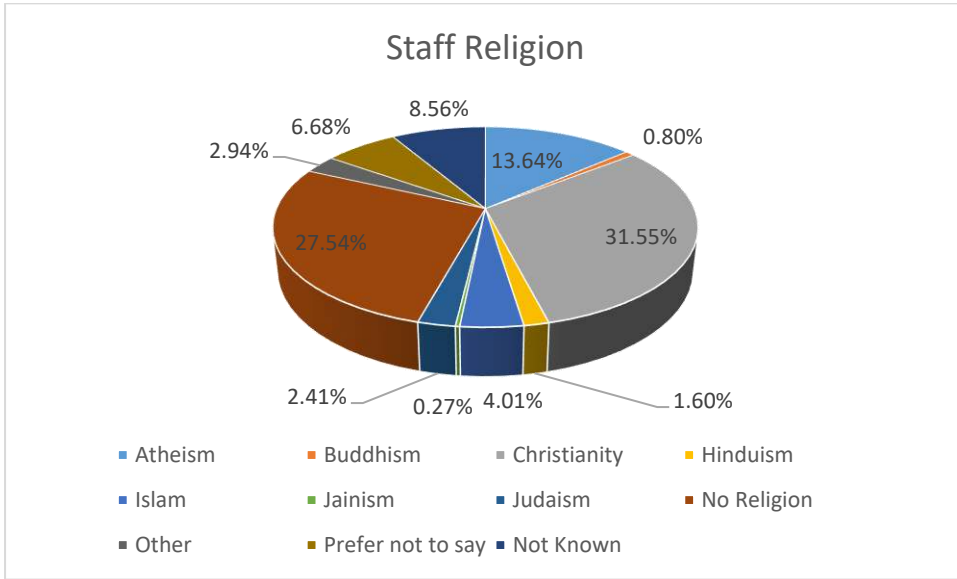


- 12. The proportion of learners with disabilities is 25 % (3.9% decrease year on year 2021/22) and is a 8% decrease since 2020/21. The proportion of learners with declared learning difficulties is 29.1% which has also decreased year on year , with a 1.3% decrease from 2021/22.
- 13. The overall proportion of staff declaring a disability is 10.7%, significantly less than the student population but up 1.7 % year on year.



Religious Belief

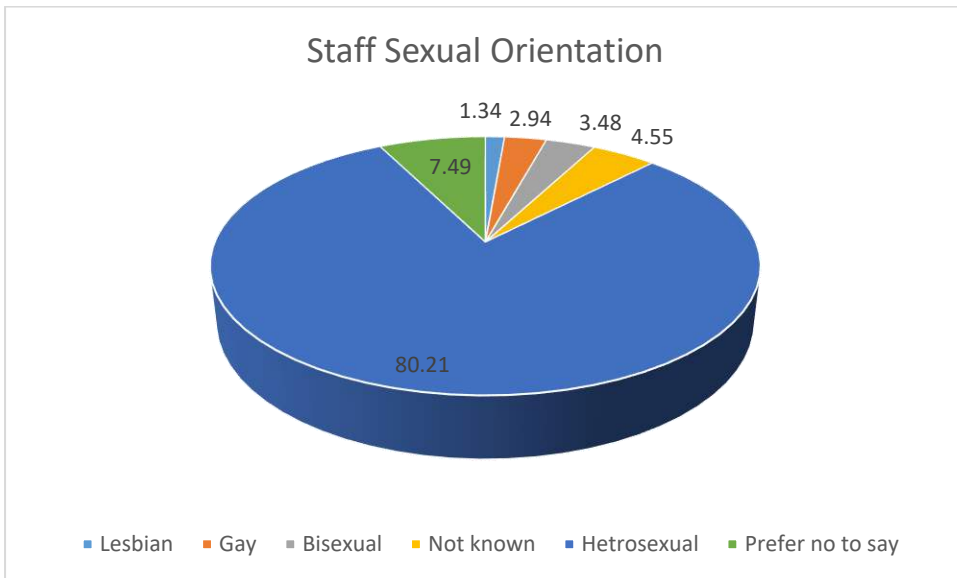




14. 48% of students have declared that they have no religion and a further 29% refused to say. Our largest religious group is Christian (18.1%) with the second highest Muslim (2.0%). Again this is not representative of London where at the last census 27% identified as having no religion and 15% were Muslim and 40% Christian.

15. Staff religious beliefs are more aligned to London averages especially around religions such as Judaism, Hinduism and no religion.

Sexual Orientation



Sexual orientation data was not collected for learners in 2022/23. The staff figures are representative of pan London averages

Equality and Diversity Initiatives

16. The theme of equality and diversity is embedded into vocational course content and a strong tutorial programme supports student' personal development, enhanced by a range of enrichment events and activities that celebrate, recognise and raise awareness of the key events in the diversity calendar.
