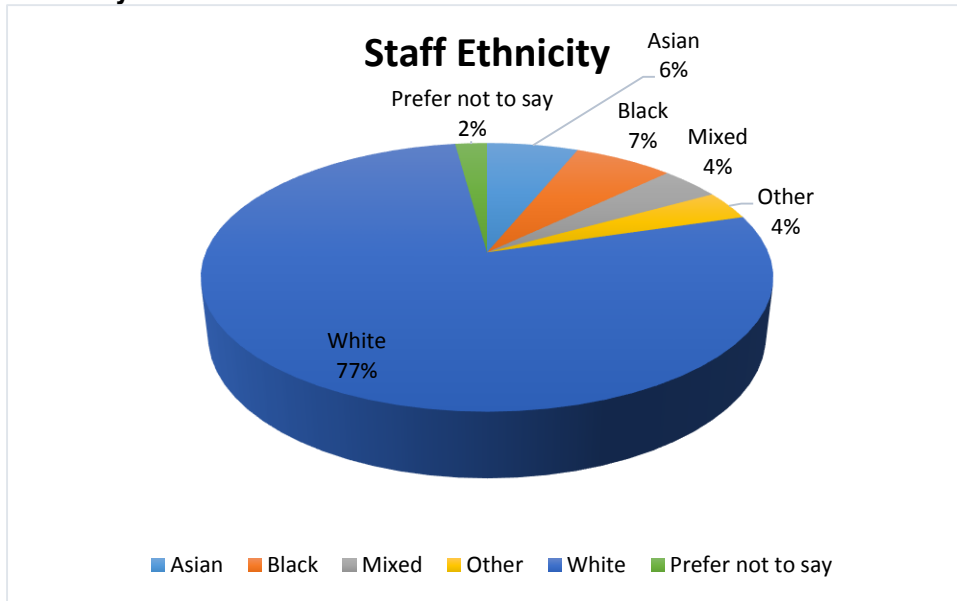


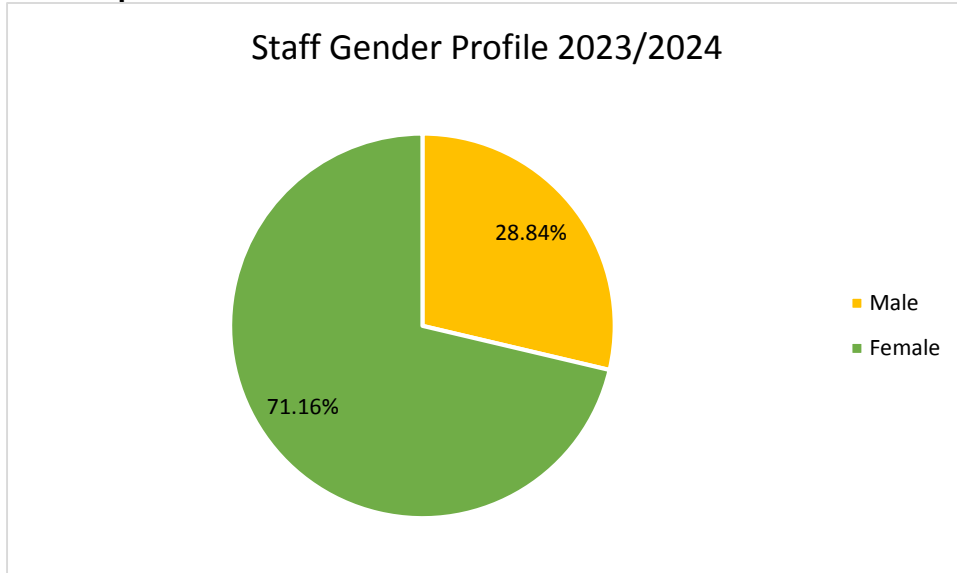
Staff E&D Report 2023-24

Ethnicity:



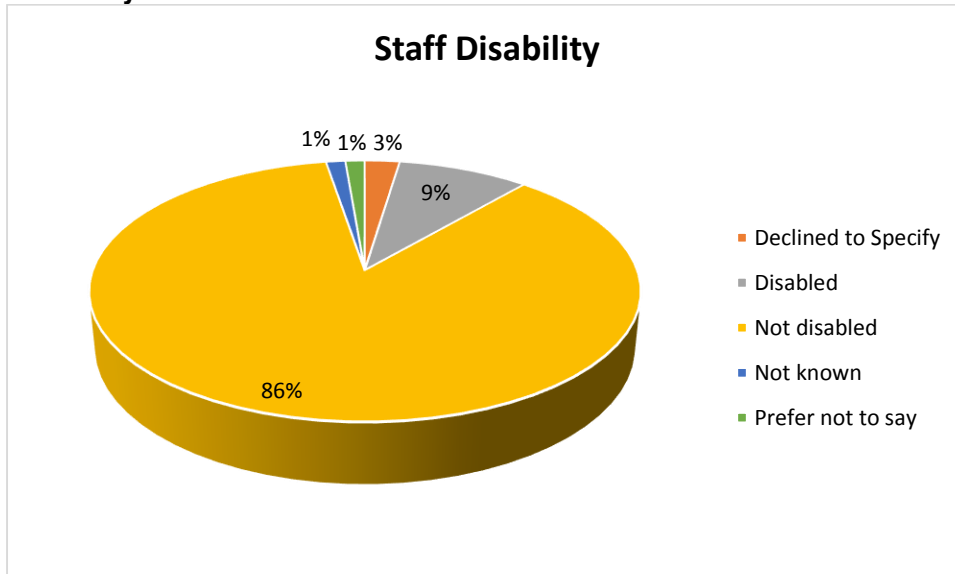
The ethnic profile of college staff has not changed from 22/23, we also have a higher proportion of white staff than is representative of the wider London population, suggesting we are not currently successful from recruiting from a wide range of diverse backgrounds

Gender profile:



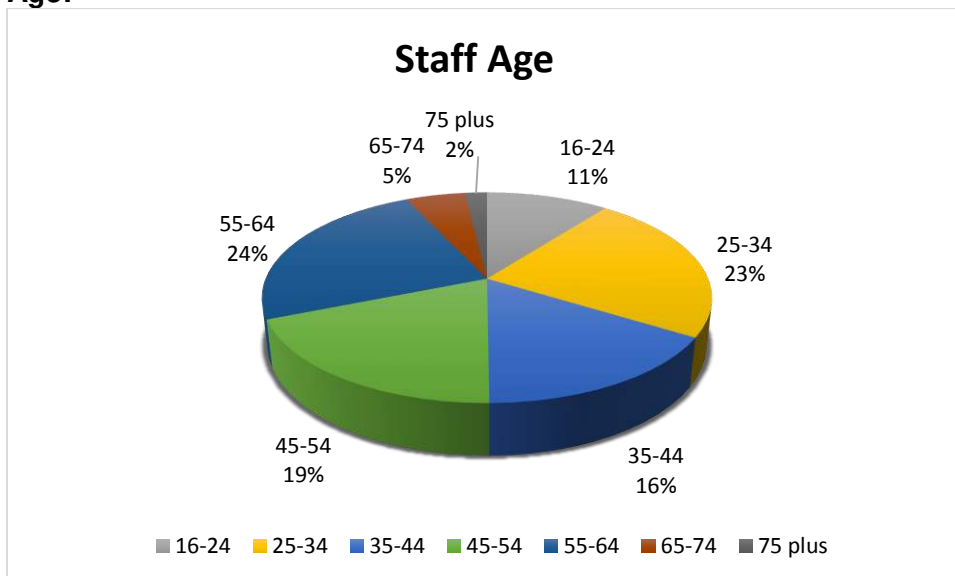
The gender profile remains largely the same from 22/23, there has been a 1.6% reduction in male staff, this is higher than average in the FE sector where the sector average is 65% female employees

Disability:



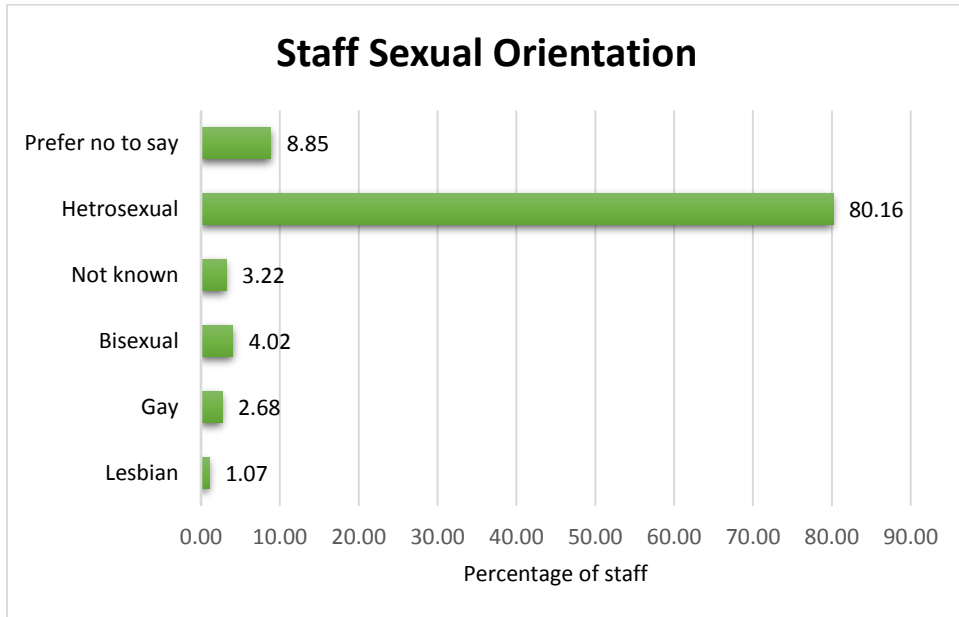
Again, the disability profile remains largely the same, staff declaring a disability is down by 1.7%, those declaring as “not disabled” has increased by 3.4% but this is due to the amount of “not known” or “prefer not to say” having decreased year on yearly. At 9% Capel Manor College employs more staff classifying as disabled that the FE sector average at 7.3%.

Age:



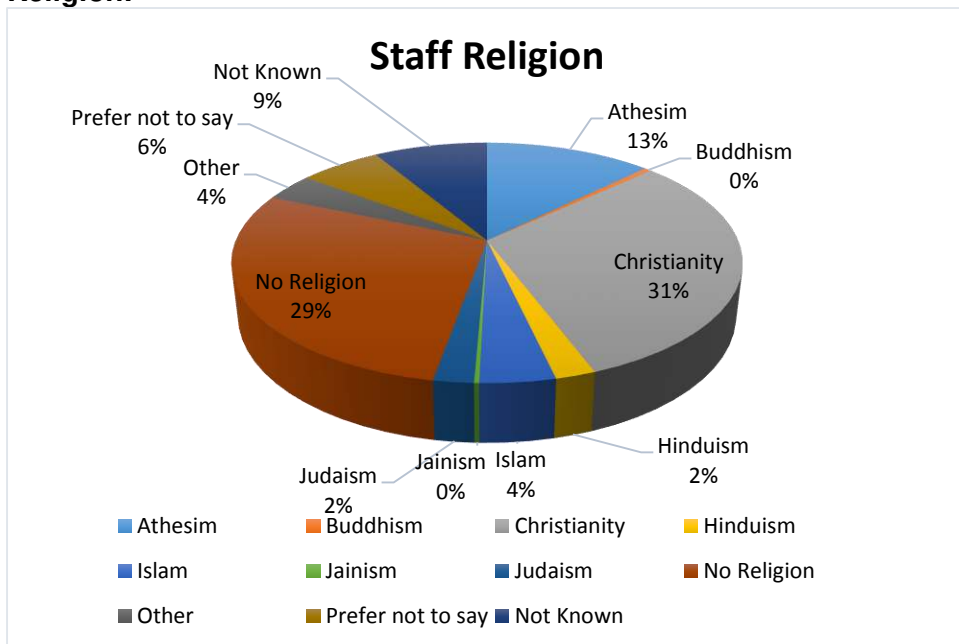
Our age profile remains unchanged, with the 55-64 age group making up the biggest proportion of the workforce. This is in contrast to the sector where the average age of an FE employee is 46

Sexual Orientation:



The declared sexual orientation of staff has remained the same as 22/23 and is representative of pan London population.

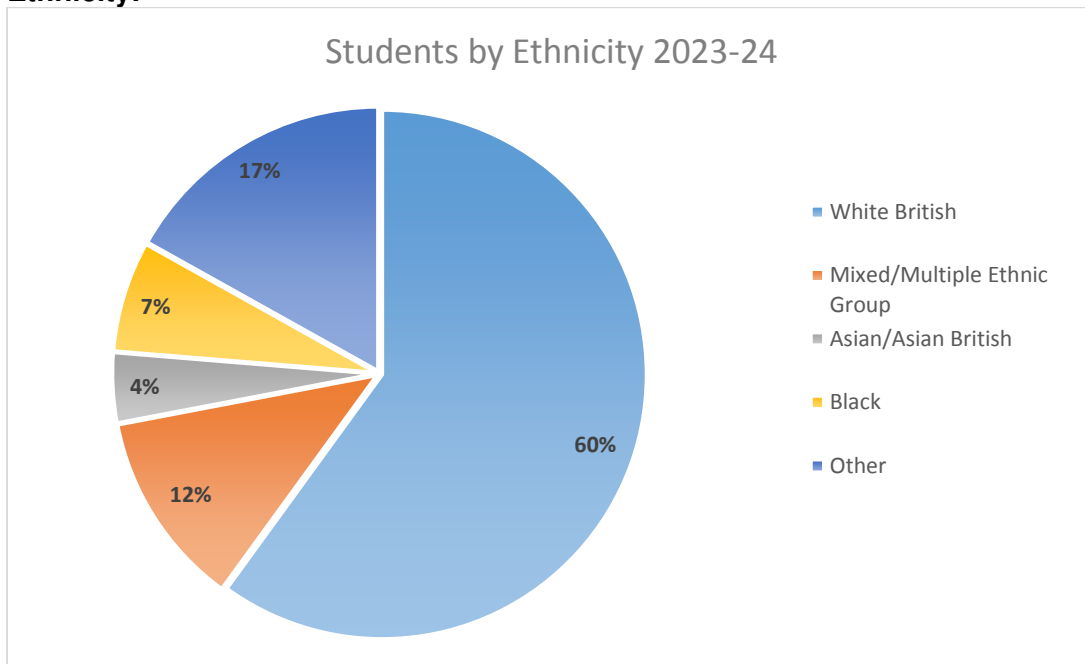
Religion:



Again, no significant year on year changes from 22/23

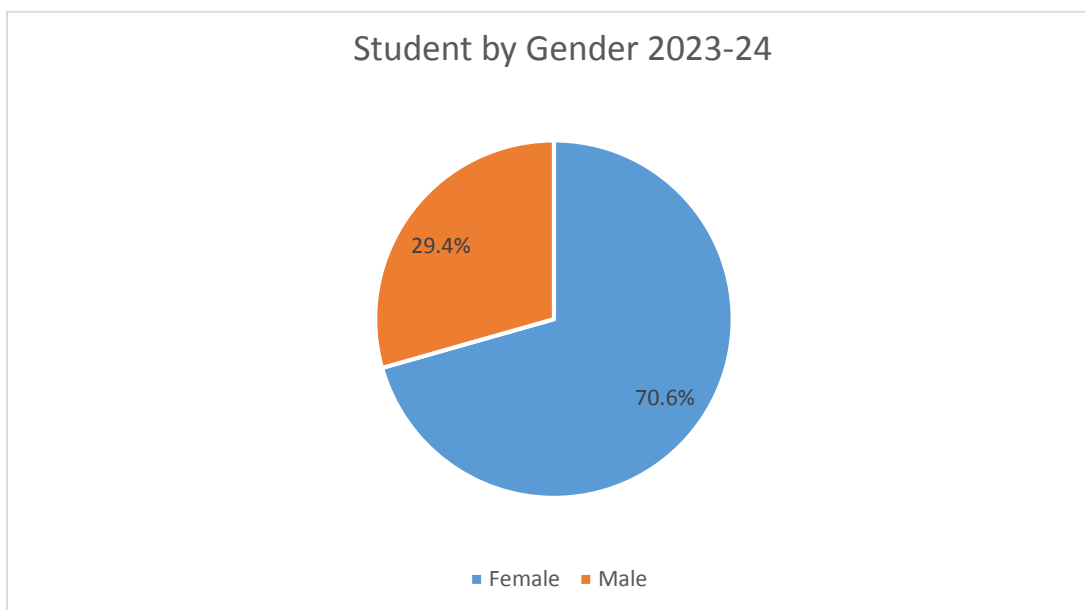
Appendix II Student Data

Ethnicity:



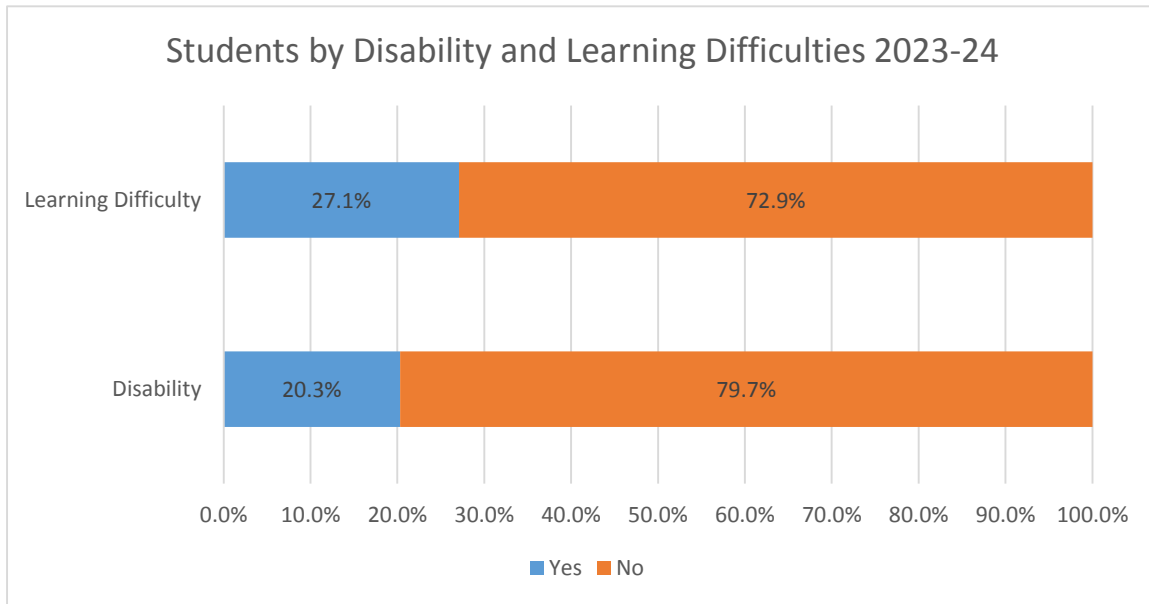
The largest ethnic group for learners at the College 2023/24 is White British (60%), this has declined by 3% year on year. Mixed students are at 12% and black students account for 7% of the student cohort whilst Asian learners account for 4%. Our recruitment of Black and Asian students has remained the same since 2020/21, suggesting that we are still not actively attracting learners from these backgrounds using our current approaches and strategies.

Gender:



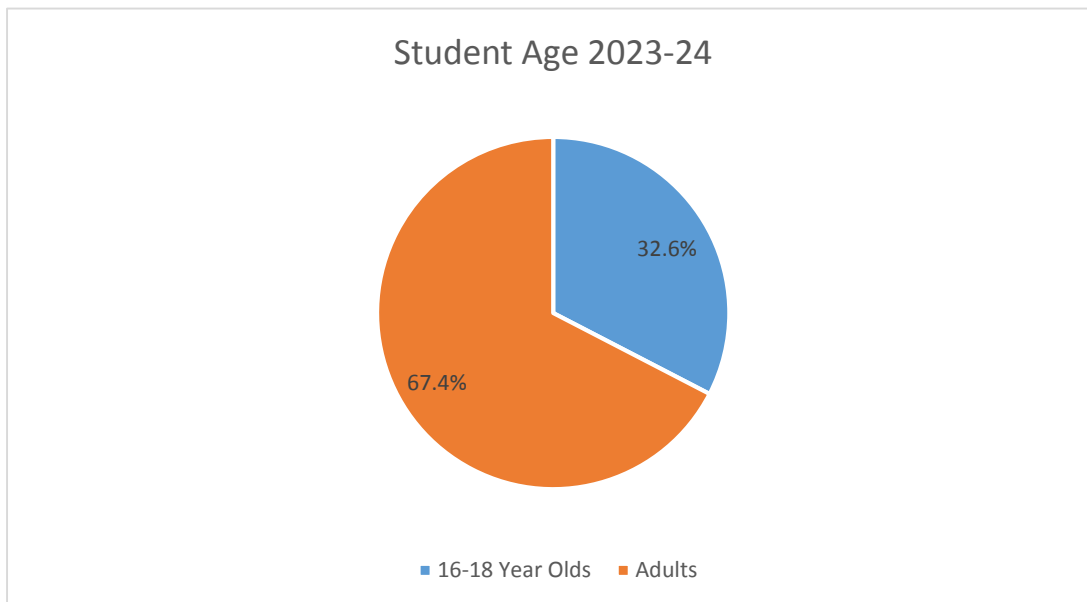
This remains largely the same in terms of male, female split from 22/23

Disability:



Students with a learning disability has declined by 2% from 22/23. However, it should be noted that there has been a 5% drop in learners with a disability, which may suggest that we are not being seen as inclusive for learners with disability concerns.

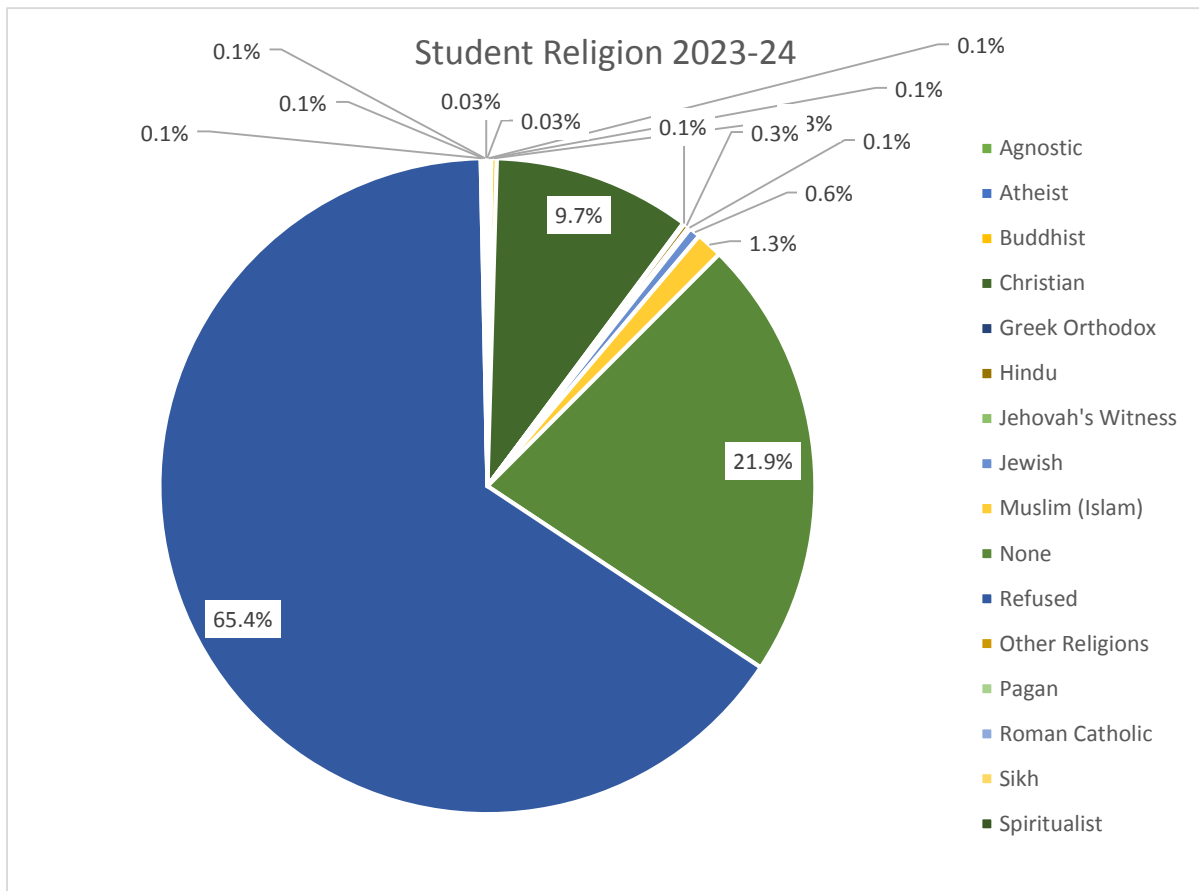
Age:



This remains largely static, although 16-16 recruitment was lower by 1% than the previous year

Sexual Orientation: This was not collected for students in 23/24

Religion:



There has been a significant increase in the number of students refusing to disclose their religion from 29% in 22/23 to 65.4% in 23/24. Further examination as to why this may be case needs to be undertaken, most other fields remain the same.