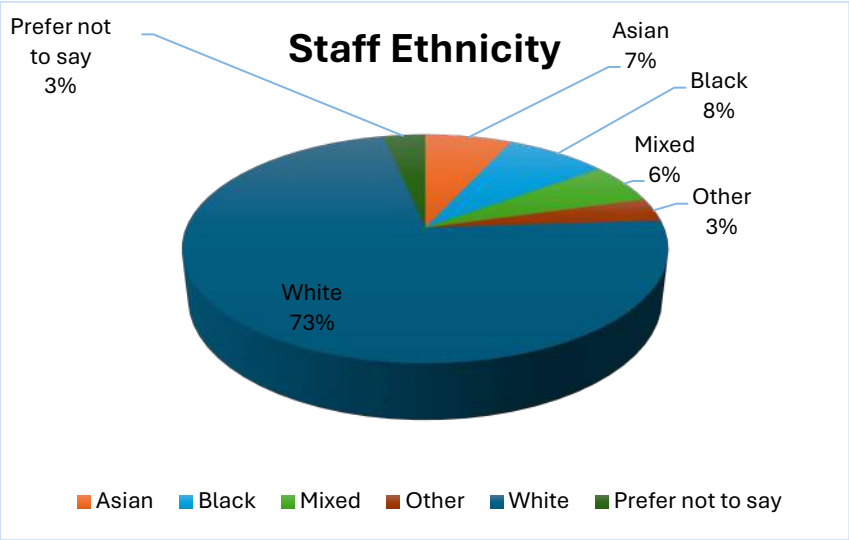


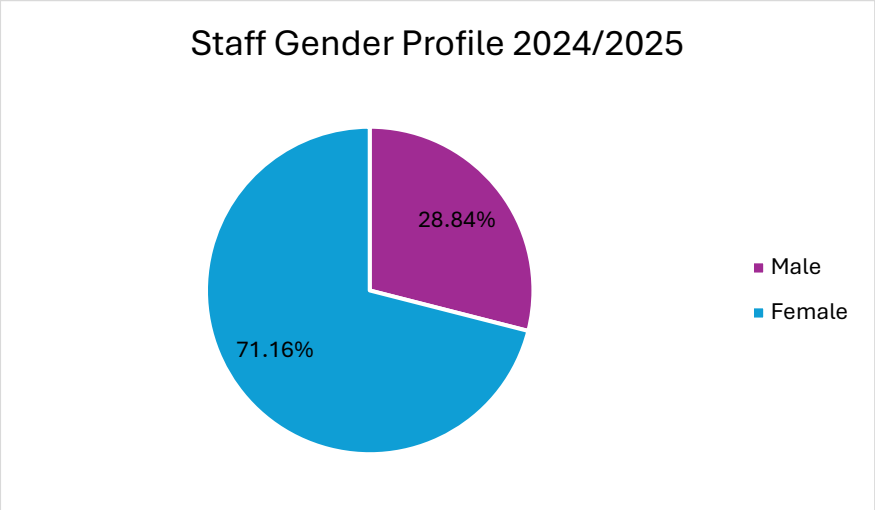
Staff E&D Report 2024-25

Ethnicity:



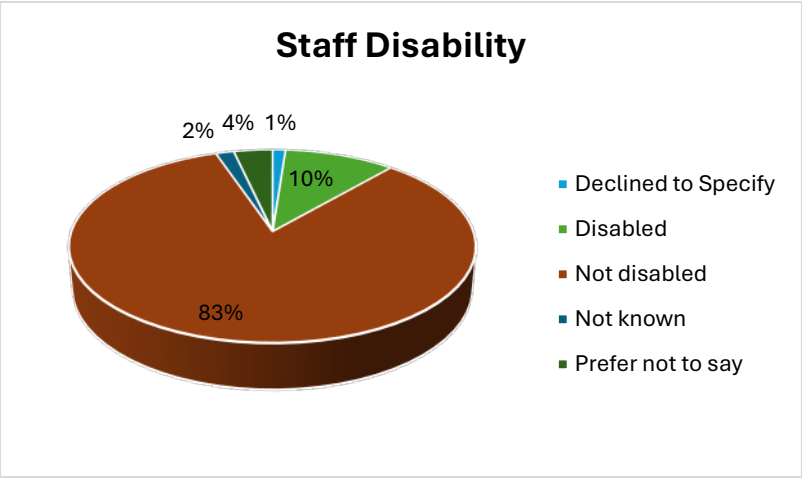
The ethnic profile of college staff has changed slightly from the previous year, with a small increase in representation from minority ethnic groups. White staff remain the majority at 73%, which is a 4% decrease from last year (77%). However, this is still significantly higher than the proportion of White residents in the wider London population, suggesting that the college is not yet fully successful in recruiting from a broad range of diverse backgrounds.

Gender:



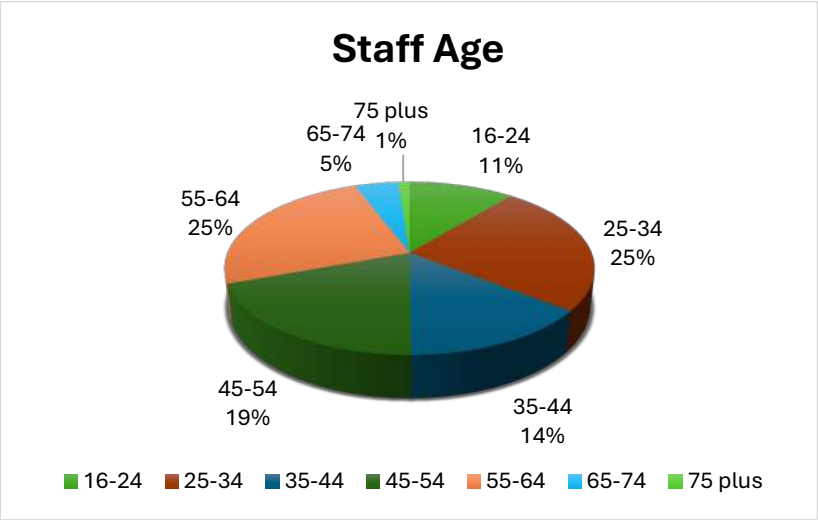
The gender profile remains the same from 23/24, with no change in the proportion of male and female staff. Female staff continue to make up 71.16% of the workforce, while male staff represent 28.84%. This is higher than the FE sector average, where approximately 65% of employees are female.

Disability:



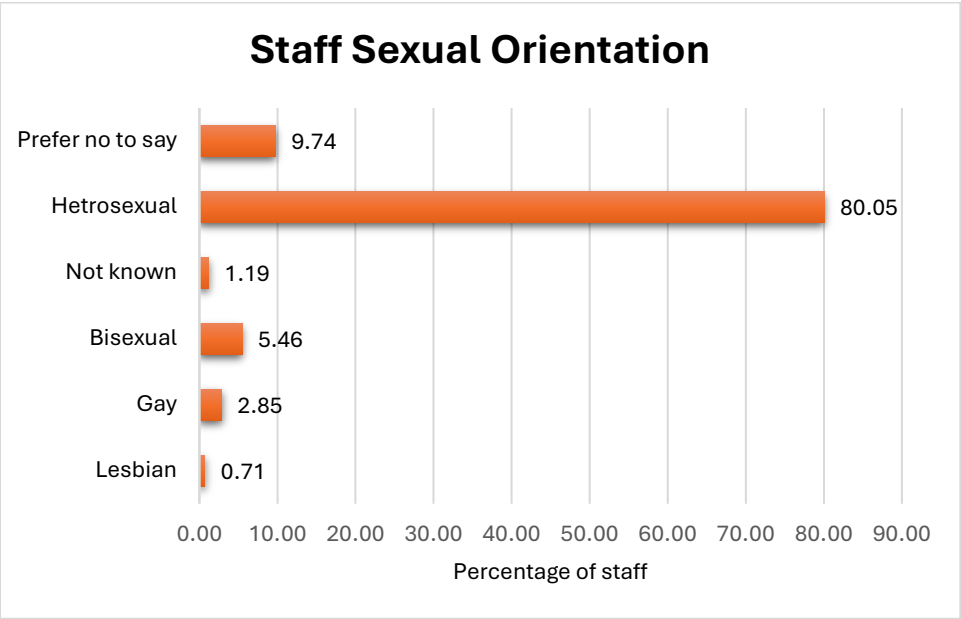
Again, the disability profile remains largely the same, staff declaring a disability is down by 1%, those declaring as “not disabled” has decreased by 3%,but this is due to the amount of “not known” or “prefer not to say” having increased. At 10% Capel Manor College employs more staff classifying as disabled that the FE sector average at 8%.

Age:



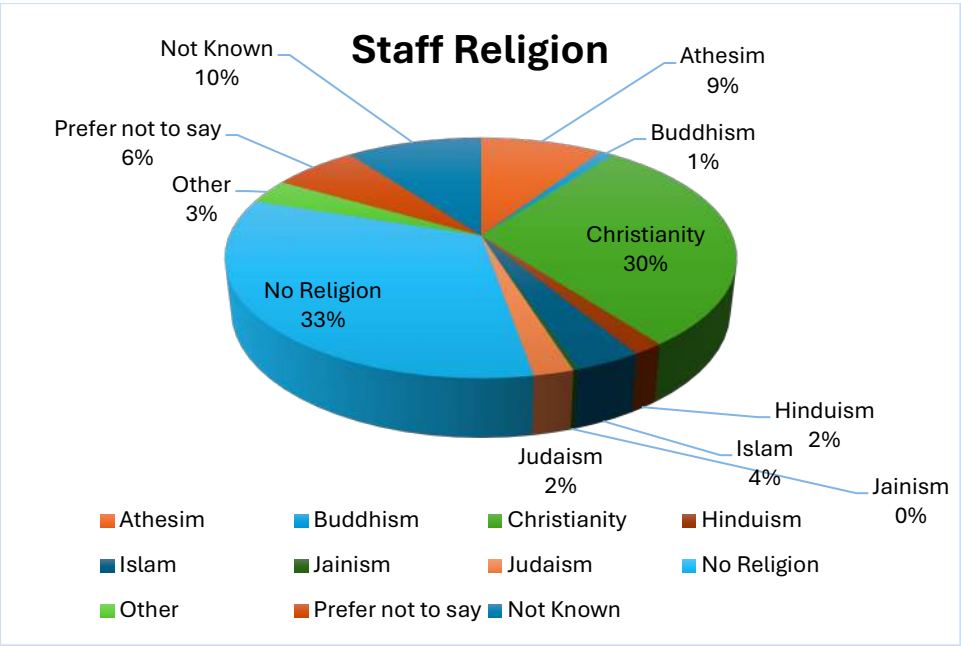
Our age profile remains largely unchanged, with the 55–64 age group continuing to make up the largest proportion of the workforce, however 25-34 age group is has increased by 2% to be equal to it. This contrasts with the FE sector, where the average age of an employee is 46.

Sexual Orientation:



The declared sexual orientation of staff has remained broadly the same as 23/24, with heterosexual staff making up around 80% of the workforce. There has been a slight increase in staff identifying as bisexual (from 4.02% to 5.46%) and a small rise in those preferring not to say (from 8.85% to 9.74%). Overall, the profile remains stable and is broadly representative of the pan-London population.

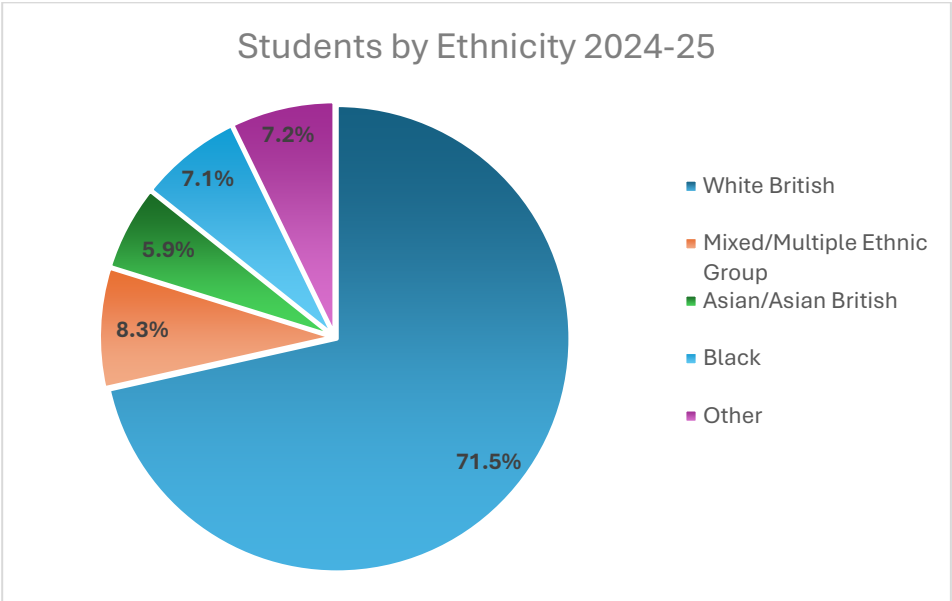
Religion:



There were no significant year-on-year changes from 23/24. Staff declaring no religion increased slightly from 29% to 33%. Atheism decreased from 13% to 9%, and other faith groups remain broadly stable. Overall, the religious profile of staff shows only minor shifts.

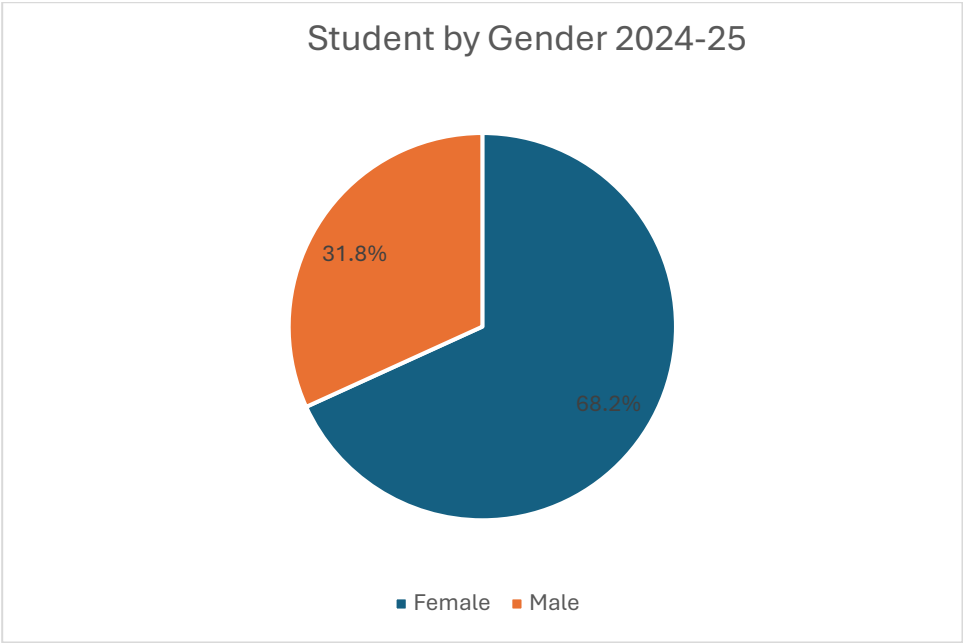
Appendix I – Student Data

Ethnicity:



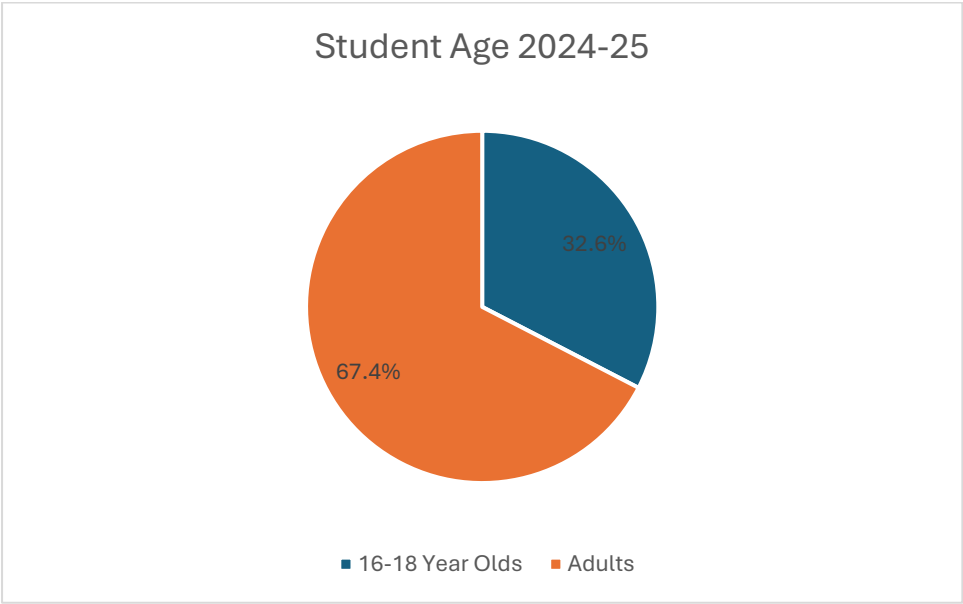
The largest ethnic group for learners at the College in 2024/25 is White British (71.5%), which has increased by 11.5% year on year. Mixed students account for 8.3%, while Black students represent 7.1% of the cohort and Asian learners make up 5.9%. The proportion of learners in the “Other” category has fallen significantly from 17% to 7.2%.

Gender:



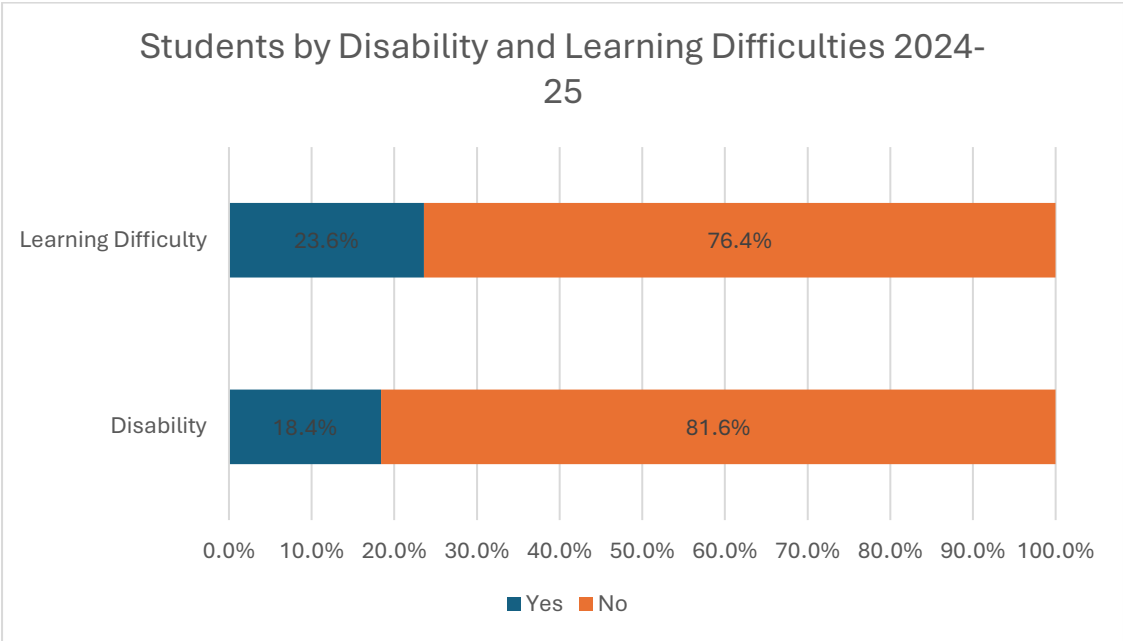
This remains largely the same in terms of male, female split from 24/25. There is a 2.4% increase in the number of male students.

Age:



The age demographics of students remains identical to 23/24.

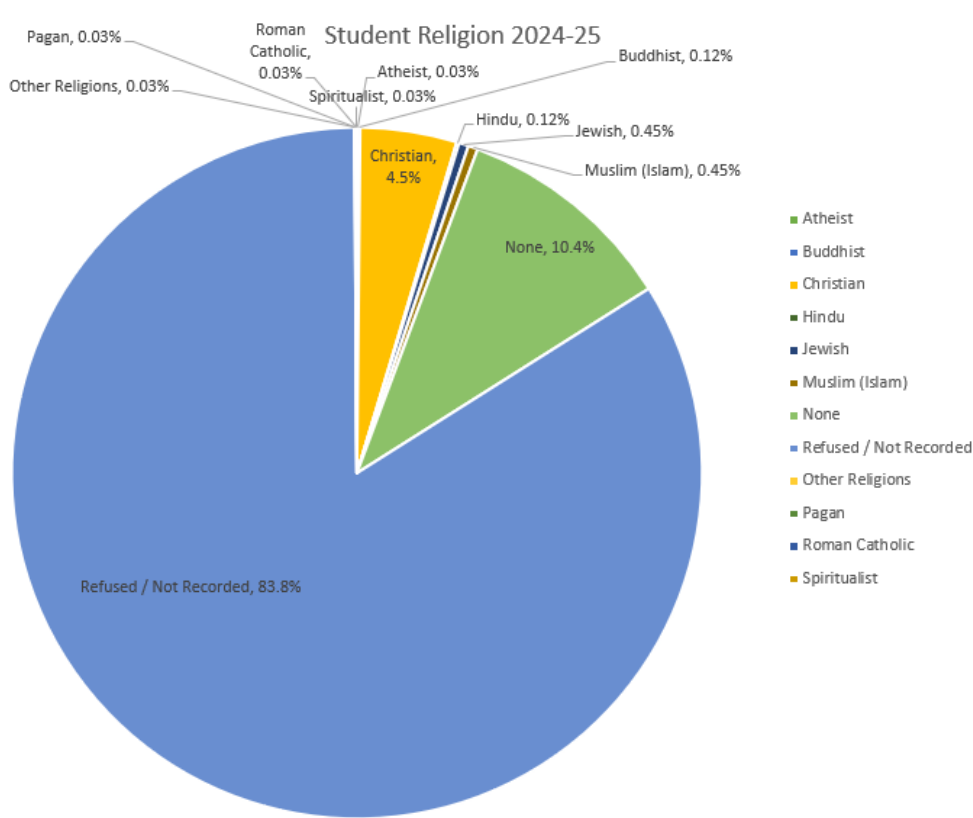
Disability:



Students with a learning difficulty have declined by 3.5% from 2023/24 (from 27.1% to 23.6%). Similarly, there has been a 1.9% drop in learners with a disability (from 20.3% to 18.4%).

Sexual Orientation: This was not collected for Students in 24/25

Religion:



There has been a significant increase in the proportion of students reporting 'None' as their religion, rising from 65.4% in 2023/24 to 83.8% in 2024/25. The percentage of students identifying as Atheist has remained relatively stable, with a slight increase from 9.7% to 10.4%, while those identifying as Christian have risen from 1.3% to 4.5%. All other religious categories remain largely unchanged.