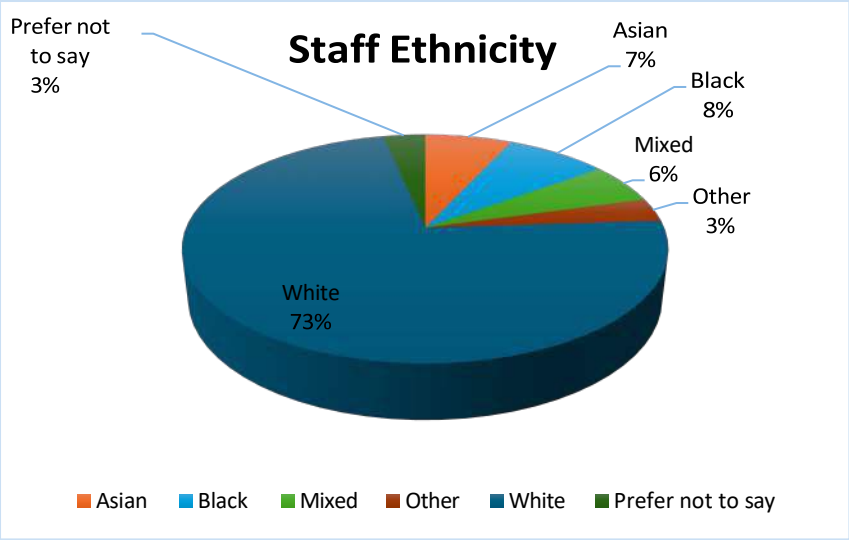


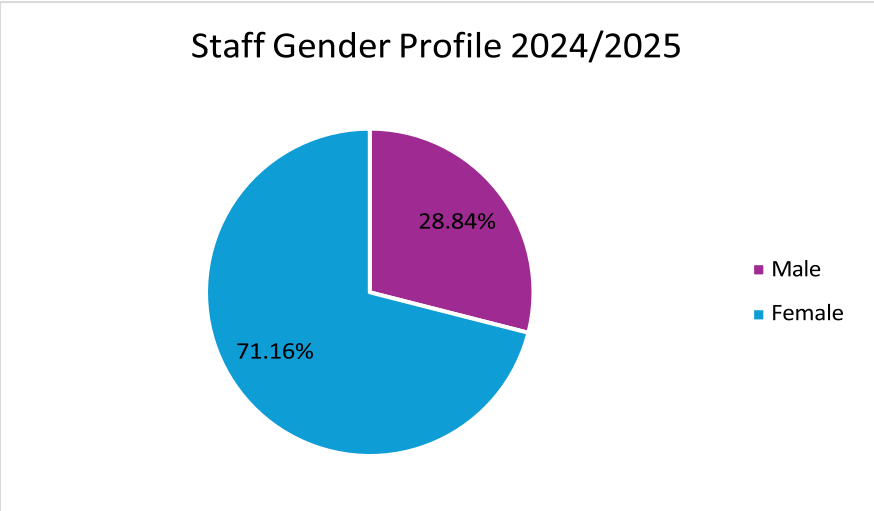
Staff E&D Report 2024-25

Ethnicity:



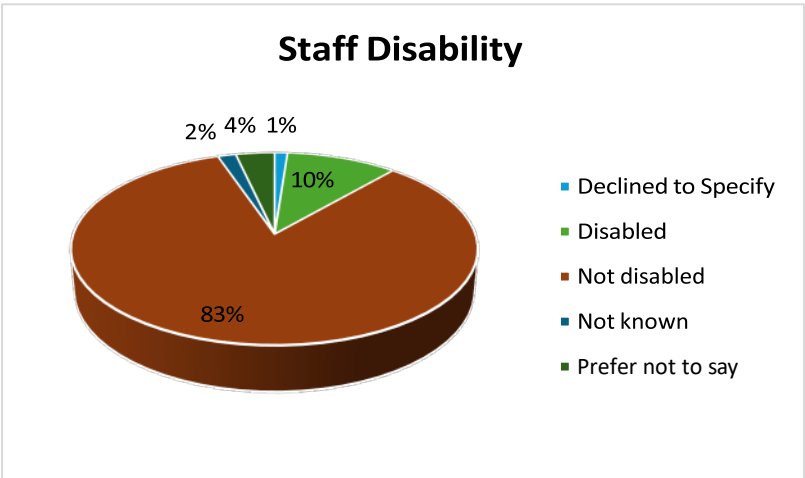
The ethnic profile of college staff has changed slightly from the previous year, with a small increase in representation from minority ethnic groups. White staff remain the majority at 73%, which is a 4% decrease from last year (77%). However, this is still significantly higher than the proportion of 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:



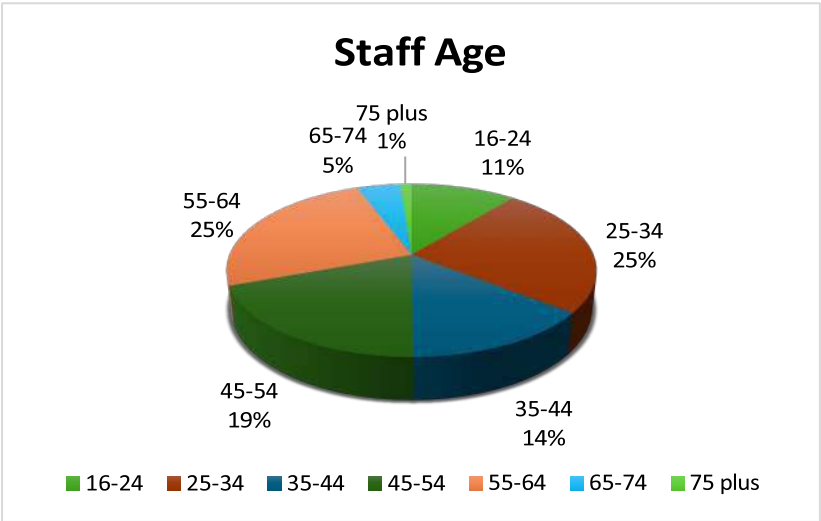
The gender profile remains the same from 23/24, with no change in the proportion of male and female staff. Female staff continue to make up 71.16% of the workforce, while male staff represent 28.84%. This is higher than the FE sector average, where approximately 65% of employees are female.

Disability:



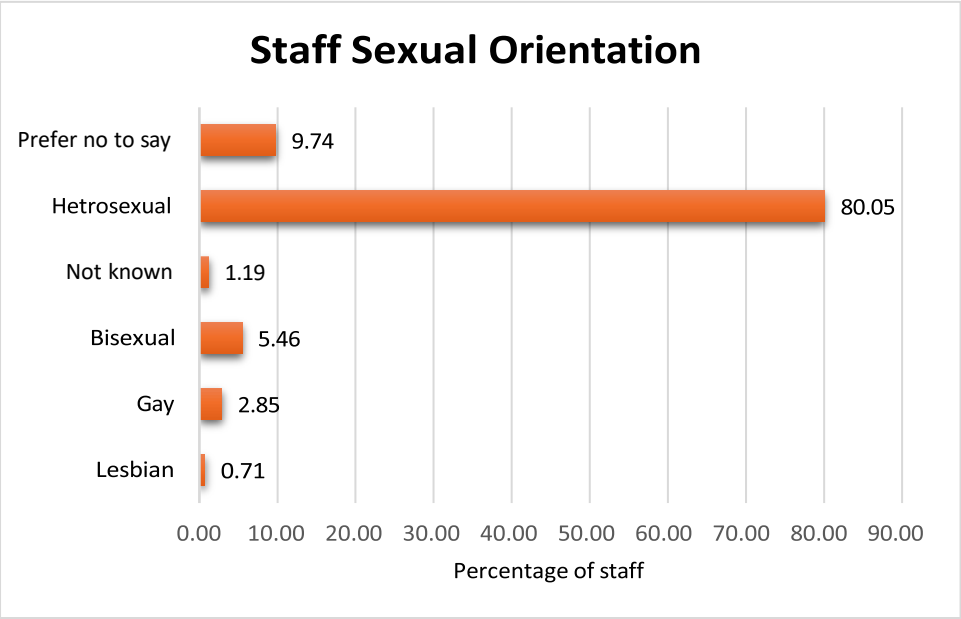
Again, the disability profile remains largely the same, staff declaring a disability is down by 1%, those declaring as “not disabled” has decreased by 3%,but this is due to the amount of “not known” or “prefer not to say” having increased. At 10% Capel Manor College employs more staff classifying as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

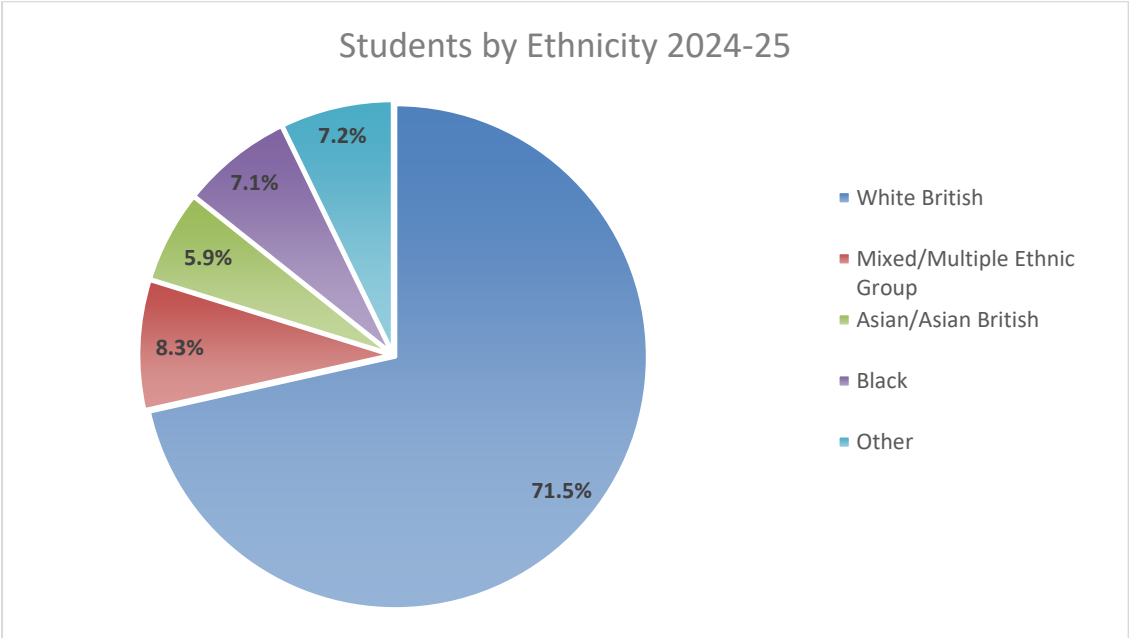
Religion:



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.

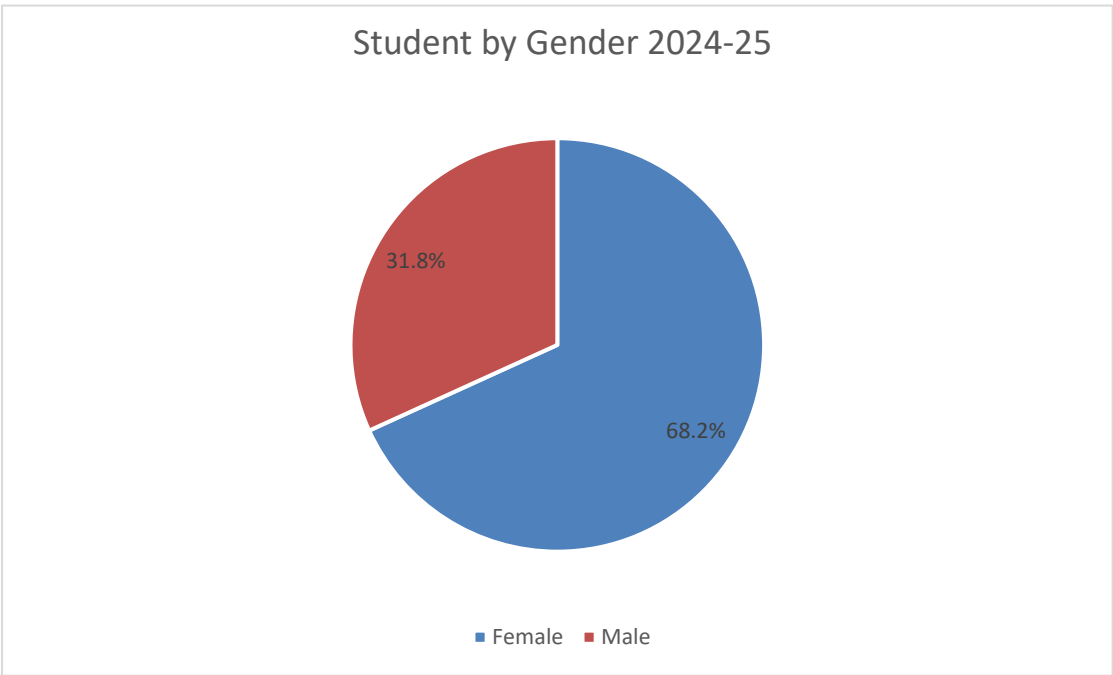
Appendix I Student Data

Ethnicity:



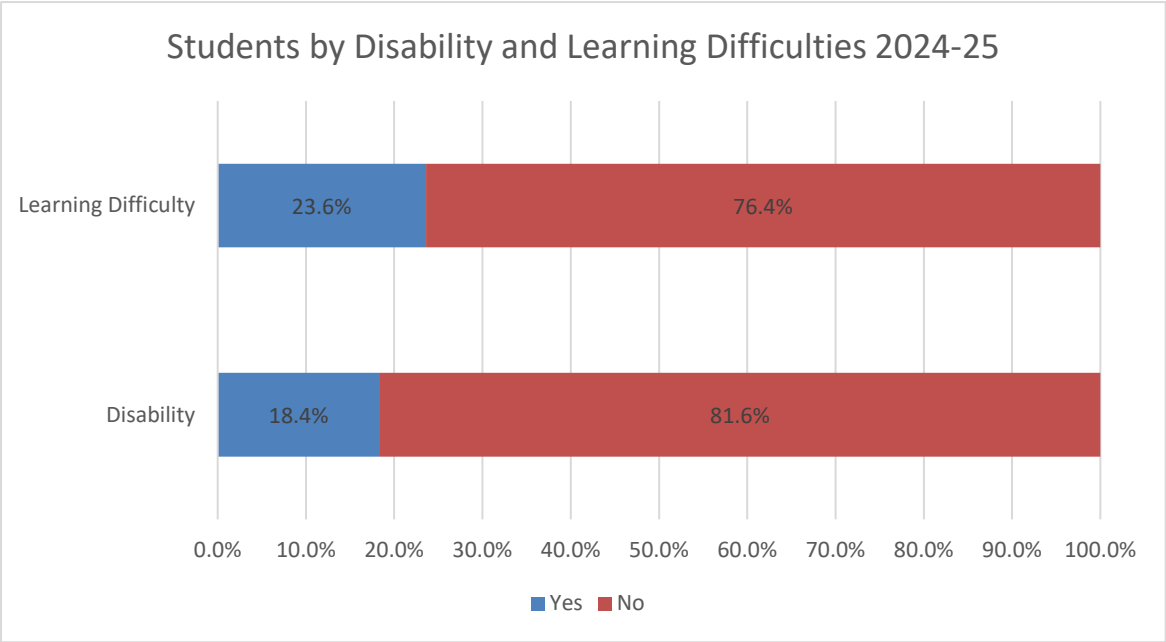
The largest ethnic group for learners at the College 2024-25 is White British (71.5%), this has increased by 11.5% from 2023-24. Mixed students are at 8.3% and black students account for 7.1% of the student cohort whilst Asian learners account for 5.9%. While our recruitment of Asian students has improved by 1.9%, Black students have remained the same since 2020-21.

Gender:



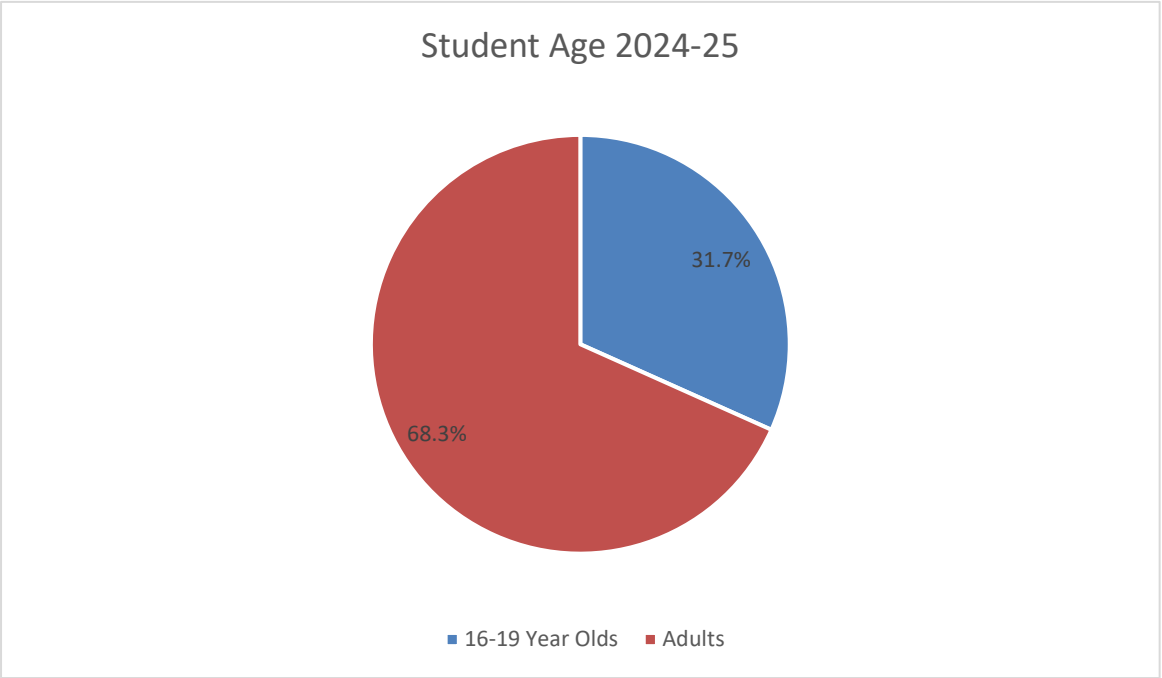
The proportion of males to females has shifted slightly by 2.4% compared with 2023-24.

Disability:



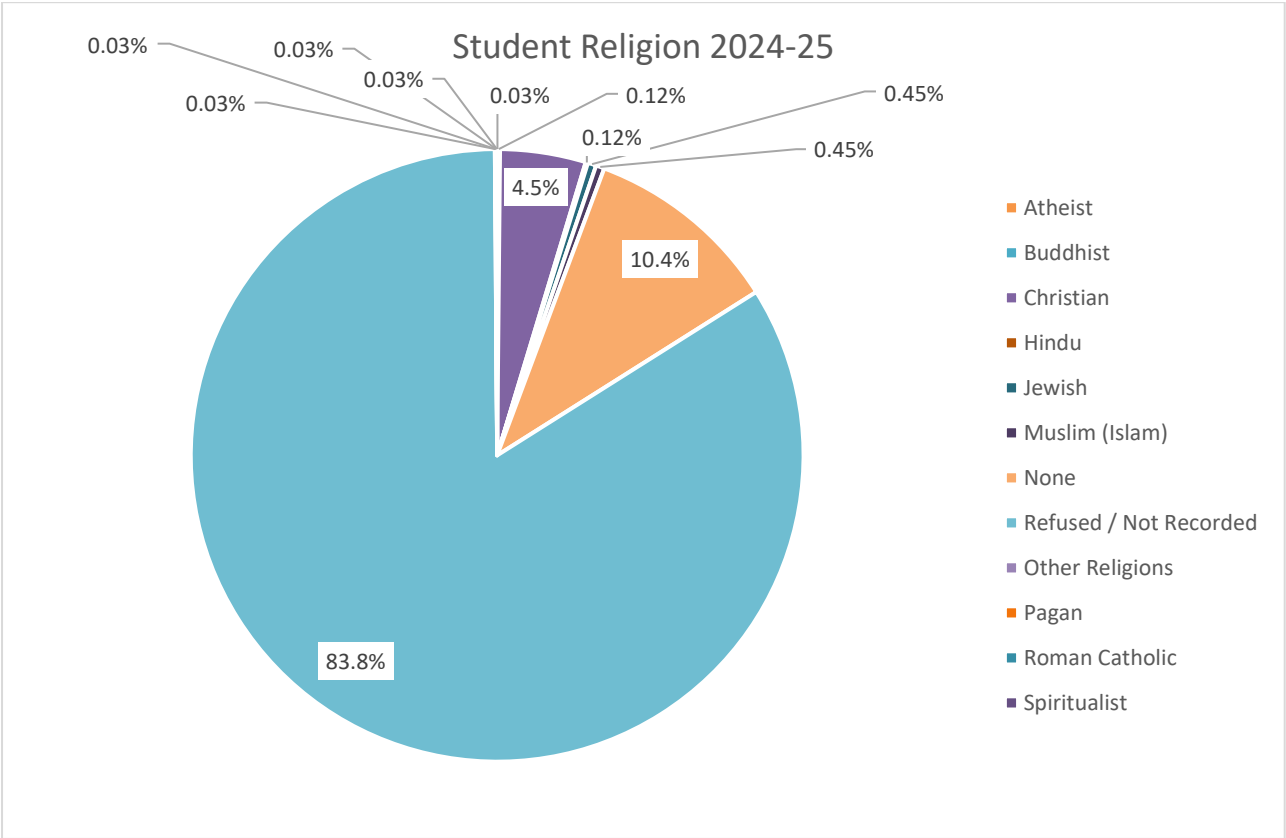
Students with a learning difficulty has decreased by 3.5% while those with a disability have also decreased by 1.9% from 2022-23.

Age:



The proportion of 16-19 Year Olds and Adults has shifted slightly by 0.9% compared with 2023-24.

Religion:



The increase in the number of students refusing to disclose their religion continues with 83.8% not disclosing (+18.4% compared with 2023-24).