Shrewsbury Colleges Group
Half Year Workforce Equality Monitoring Report 2018/2019

Introduction

This report shows the results of the monitoring of our workforce which consists of 538 employees as at 31 March 2019, in the categories of current workforce, leavers and absence, by disability, gender, age and ethnicity. Prior to merger Shrewsbury Sixth Form College did not record their equality details electronically therefore any former Sixth Form College employee who started prior to merger will be missing these details. Following the introduction of a new HR system which includes Employee Self Service we are now in a position to ask employees to complete their individual equality details where these are missing and to also check if the details we have are correct.

Current Workforce Monitoring

The tables below show how the workforce was made up for the first half of 2018/19, by disability, gender, age, ethnicity, religion/belief, and sexuality. This includes all Shrewsbury Colleges Group staff since merger.

Current Workforce by Disability	Percentage of Workforce 2018/19 YTD
Disabled	5.70%
Not disabled	94.30%
Not declared	0.0%
Total	**100%**

7.6 million people aged 16-64 reported as having a disability, Scope state that 19% of working age adults are disabled. Further Education National Workforce data for England from 2015/16 states that close to 5% of FE staff reported some form of disability.

Current Workforce by Gender	Percentage of Workforce 2018/19 YTD
Male	36.97%
Female	63.03%
Total	**100%**

There are almost twice the number of women than men currently employed at Shrewsbury Colleges Group. The Princes's Responsible Business Network state that women make up 47% of the UK workforce. Education and Training Foundation (ETF) state that a comparable 61% of the FE workforce is female.

Current Workforce by Age	Percentage of Workforce 2018/19 YTD
< 21	2.30%
21 - 30	9.40%
31 – 40	17.35%
41 - 50	27.90%
51 - 60	34.85%
>60	8.20%
Total	**100%**

The majority of employees are in the 41 to 60 age range. This has been broken down further by gender.

Current Workforce by Age & Gender	Percentage of Workforce 2018/19 YTD
Male	
< 21	1.22%
21 - 30	3.34%
31 - 40	5.37%
41 - 50	10.14%
51- 60	12.33%
>60	4.57%
Total	**36.97%**
Female	
< 21	1.59%
21 - 30	5.96%
31 - 40	11.93%
41 - 50	17.50%
51 - 60	22.47%
>60	3.58%
Total	**63.03%**

There are over twice as many women in the 31 -40 and 51 – 60 age ranges than men.

Current Workforce by Ethnicity	Percentage of Workforce 2018/19 YTD
Any other Asian background	0.20%
Any other mixed background	0.40%
Asian/Asian British Indian	1.39%
Black/Black British-African	0.60%
Black/Black British - Caribbean	0.69%
Chinese	0.20%
Pakistani	0.40%
White – any other	2.19%
White - British	91.45%
White - Irish	0.20%
White & Asian	0.20%
Not provided	1.79%
Total	**100%**

The ethnic population of the College is mostly white, which is in keeping with the data from the local area. The local demographics for Shropshire taken from the 2011 Census are as follows: 95.4% of residents are White English/Welsh/Scottish/Northern Irish/British compared to 91.45% of our employees; 0.5% of local residents are White Irish compared to 0.20% of our employees, 2.0% of residents are White – any other compared to 2.19% of our employees, 0.20% of residents are White and Asian compared to 0.20% of our employees, 0.20% of local residents are British Indian compared to 1.39% of our employees, 0.1% of

residents are Pakistani compared to 0.40% of our employees, 0.3% are Chinese compared to 0.20% of our employees, 0.1% of residents are Black/Black British African compared to 0.60% of our employees, 0.1% are Black/Black British – Caribbean compared to 0.69% of our employees. 0.3% of residents are Asian – Other compared to 0.20% of our employees and 0.1% of residents are Other Ethnic Group compared to 0.40% of our employees. It is important to note that some of the categories of ethnicity between the census and our data are different, therefore it is not possible to make direct comparisons with all categories.

Current Workforce by Religion/Belief	Percentage of Workforce 2018/2019 YTD
Buddhist	3.97%
Christian	32.80%
Hindu	3.97%
Muslim	1.98%
No religion	18.49%
Not known	20.91%
Other	1.98%
Prefer not to say	15.90%
Total	**100%**

This data was not collected at SSFC prior to merger, this accounts for most of the 20% where the data is not known. We will be collecting data on these two characteristics in the academic year 19/20.

Current Workforce by Sexuality	Percentage of Workforce 2018/19 YTD
Gay Man	0.00%
Gay Woman/Lesbian	3.97%
Heterosexual	51.49%
Not known	29.43%
Prefer not to say	15.11%
Total	**100%**

This data was not collected at SSFC prior to merger, this accounts for most of the 29% where the data is not known.

Monitoring Report by Leavers

The following tables show the leavers since merger by disability, gender, age, ethnicity, religion/belief and sexuality.

Leavers by Disability	Percentage of Leavers 2018/19 YTD	Percentage of Workforce 2018/19 YTD
Disabled	6.01%	5.70%
Not disabled	66.17%	94.30%
Not known	27.82%	0%
Total	**100%**	**100%**

Leavers by Gender	Percentage of Leavers 2018/2019 YTD	Percentage of Workforce 2018/19 YTD
Male	32.56%	36.97%
Female	67.44%	63.03%
Total	**100%**	**100%**

There are more women in the workforce, so the proportion of women leaving to men is higher.

Leavers by Age	Percentage of Leavers 2018/2019 YTD	Percentage of Workforce 2018/2019 YTD
<21	7.52%	2.30%
21 - 30	20.30%	9.40%
31 - 40	19.55%	17.35%
41 - 50	12.78%	27.90%
51 - 60	21.05%	34.85%
>60	18.80%	8.20%
Total	**100%**	**100%**

The majority of the leavers aged under 21 are Apprentices who have completed their apprenticeships. The next highest figure is the 21 to 30 age group.

Leavers by Ethnicity	Percentage of Leavers 2018/19 YTD	Percentage of Workforce 2018/19 YTD
Any other Asian background	0%	0.20%
Any other mixed background	0%	0.40%
Asian/Asian British Indian	0.75%	1.39%
Black/Black British - African	0%	0.60%
Black/Black British - Caribbean	1.50%	0.69%
Chinese	0%	0.20%
Pakistani	0%	0.40%
White & Black Caribbean	0.75%	0%
White - British	84.22%	91.45%
White - Irish	1.50%	0.20%
White - Any other	6.77%	2.19%
White & Asian	0%	0.20%
Unknown	3.76%	0%
Not provided	0%	1.79%
Other	0.75%	0%
Total	**100%**	**100%**

The majority of leavers 84.22% are white british, as a demographic comparison this is consistent with 87.77% of leavers from Shropshire Council being white british. (Taken from Shropshire Council – Annual Workforce Diversity Monitoring Report 01/04/2016 to 31/03/2017). If we take White British and white any other together the leaver total is comparative to the work force total at SCG.

Leavers by Religion/Belief	Percentage of Leavers 2018/19 YTD	Percentage of Workforce 2018/19 YTD
Buddhist	0.75%	3.97%
Christian	30.83%	32.80%
Hindu	0.00%	3.97%
Muslim	0.00%	1.98%
Other	2.25%	1.98%
No religion	21.05%	18.49%
Not known	33.84%	20.91%
Prefer not to say	11.28%	15.90%
Total	**100%**	**100%**

Leavers by Sexuality	Percentage of Leavers 2018/19 YTD	Percentage of Workforce 2018/19 YTD
Bisexual	0.75%	0%
Gay Man	1.50%	0%
Gay Woman/Lesbian	0.00%	3.97%
Heterosexual	52.63%	51.49%
Not known	34.59%	29.43%
Prefer not to say	10.53%	15.11%
Total	**100%**	**100%**

In line with the workforce data, the majority of leavers who had declared their religion/belief and sexuality, were Christian and heterosexual, although over 40% of leavers had either not provided the information or declined to declare. There are no concerning factors in leaver data.

Monitoring by Applicants – August 2018 – February 2019

Disability - Applicants who have declared a disability have a high success rate in being offered a position in the College.

Applicants by Disability	Applicants	Shortlisted Candidates	Successful Candidates
Disabled	5.17%	7.22%	9.37%
Not disabled	94.83%	92.78%	90.63%
Not known	0%	0%	0%
Total	**100%**	**100%**	**100%**

Gender – there are almost double the amount of female applicants, however male applicants have a high success rate in being appointed.

Applicants by Gender	Applicants	Shortlisted Candidates	Successful Candidates
Male	32.33%	37.11%	43.33%
Female	66.83%	60.82%	56.67%
Not known	0.84%	2.07%	0%
Total	**100%**	**100%**	**100%**

Age – Most of the successful applicants were in the 41 to 50 and 51 – 60 age categories. This reflects in the current workforce data.

Applicants by Age	Applicants	Shortlisted Candidates	Successful Candidates
<21	4.50%	6.70%	16.66%
21-30	20.33%	18.56%	16.67%
31-40	19.50%	19.59%	16.67%
41-50	28.83%	29.90%	40.00%
51-60	23.50%	21.13%	10.00%
>60	1.83%	2.06%	0.00%
Not known	1.51%	2.06%	0.00%
Total	**100%**	**100%**	**100%**

Ethnicity – In line with the current workforce and local demographic data, almost all staff appointed to the College were White – British. The transition to posts reflects the applicant field. Attention to methods of advertising needs to be inclusive.

Applicants by Ethnicity	Applicants	Shortlisted Candidates	Successful Candidates
Asian/Asian British-Indian	1.67%	2.06%	0.00%
Bangladeshi	0.17%	0.00%	0.00%
Black/Black British-Caribbean	1.67%	2.58%	3.33%
Indian	1.00%	0.52%	0.00%
White - British	88.83%	89.18%	96.67%
White - Irish	1.00%	0.00%	0.00%
White - Other	4.33%	2.58%	0.00%
Not provided	0.50%	1.53%	0.00%
Not known	0.83%	1.55%	0.00%
Total	**100%**	**100%**	**100%**

Religion/belief and Sexuality – The data below showing the breakdown of applicants by religion/belief and sexuality shows that the data for applicants is in line with the current workforce of the College.

Applicants by Religion/Belief	Applicants	Shortlisted Candidates	Successful Candidates
Buddhist	0.33%	0.00%	0.00%
Christian	41.67%	38.66%	40.00%
Hindu	0.66%	0.52%	0.00%
Muslim	0.17%	0.00%	0.00%
Sikh	1.17%	0.52%	0.00%
No religion	47.66%	52.58%	60.00%
Not known	0.83%	1.03%	0.00%
Other	1.33%	1.03%	0.00%
Prefer not to say	6.18%	5.66%	0.00%
Total	**100%**	**100%**	**100%**

Applicants by Sexuality	Applicants	Shortlisted Candidates	Successful Candidates
Bisexual	0.17%	0.00%	0.00%
Gay Man	0.17%	1.03%	0.00%
Gay Woman/Lesbian	0.33%	0.00%	0.00%
Heterosexual	95.17%	95.36%	100.00%
Not known	0.83%	1.09%	0.00%
Prefer not to say	3.15%	2.52%	0.00%
Total	**100%**	**100%**	**100%**