

Equality Annual Report



Coleg Gŵyr Abertawe
Gower College Swansea

1 April 2019 – 31 March 2020



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Introduction

One of the key reasons why I am so proud to work in a College of Further Education such as Gower College Swansea, is the fact that we are such an inclusive provider of education, reaching out across our diverse communities and providing that individualised support that has the potential to change lives.

You can see it in our student cohort today, 14 year old school pupils attending the College for 1 or 2 days per week, sitting down for a cup of coffee next to students studying their higher education at the College; 16 – 18 full time students looking to progress onto the top universities; level 1 or 2 vocational students learning the tricks of their chosen trade and meeting up with apprentices coming into the College for their 1 day a week tuition; 16 year old international students who have chosen to study at the College because of our reputation sitting next to adults who have chosen to study a part time course; and, students studying English as a second language talking to our employability clients who we are supporting to get a job.

Whilst there are often some similarities in their stories, there are significant differences between the different groups, and between the individuals in each group that provides a real richness and energy to the College that sets us out as a truly diverse institution that delivers real lifelong learning.

This year of course with the pandemic likely to be felt in different ways for e.g. different age groups or different ethnicities, there is an ever greater need for all organisations to do more to ensure that all of our students and staff are treated equally, but that in doing so we recognise and celebrate their diversity.

This Annual Report is the continuing story of our College's journey to be the diverse institution that we all want and need it to be. It is a story of challenges and the strategies and plans that we have put in place to respond to these challenges – some which are working and some which need refinement. It is the story of a journey which never ends but one that we hope that, by reading this report and reflecting on it, you will join us on.

Mark Jones
PRINCIPAL

Gower College Overview

The College currently employs 1040 members of staff:

60% (625) Female
39.9% (414) Male
0.1% (1) Transgender

Religion

	Total%	Total
Agnostic	4%	46
Atheist	7%	77
Christian	33%	342
Other	8%	84
Prefer not to say	48%	491

Race

BAME = 2.8%(30)
Other = 0.5% (6)
Prefer not to say = 3.9% (41)
White = 92.5% (963)

Marriage & Civil Partnership

Civil Partnership = 0.3% (3)
Co-habiting = 11% (119)
Divorced = 6% (62)
Married = 56% (584)
Separated = 2% (17)
Single = 21% (215)
Widowed = 1%(11)
Prefer not to say 3% (29)

Average Age

47 Male
47 Female
47 All

Disability

5.5% (58) staff have declared they have a disability

Sexual Orientation

Heterosexual = 54.1%(563)
Prefer not to say = 44%(457)
Bisexual = 0.7%(7)
Gay Man = 0.6%(6)
Lesbian = 0.7%(7)
Total LGB = 1.9%

Not Disabled 55%(575)
Disabled 5.5% (58)
Not submitted 39.1% (407)

Age

Average age

47 Female

47 Male

47 All

Age range:

16-24 3% (27)

25-34 12% (124)

35-44 23% (240)

45-54 30% (308)

55-60 17% (179)

61-65 8% (86)

65+ 7% (76)

Applications received: 1088

16-30 = 27.6% (299)

30-40 = 24.6% (267)

40-50 = 22.1% (241)

50-60 = 13.4% (145)

60+ = 4.5% (49)

Prefer not to say = 7.8% (87)

The number of staff appointed within own age group.

16-30 = 10.3% (31)

30-40 = 9.3% (25)

40-50 = 13.6% (33)

50-60 = 11.1% (16)

60+ = 8.1% (4)

Prefer not to say = 14.9% (13)

Staff Composition Age Range

- The average age of staff has remained the same at 47 last year.
- There has been a reduction in the number of staff within the youngest age range by 22 and an increase of 22 in our 35-44 age group.
- 53% of staff are aged 35 – 54.
- Our staff profile by age range is broadly in line with the national averages, although we have a higher proportion of older staff; 7% of staff are over 65, as compared to the national average of 2.4% (ECU Education Report 2020) *
- ECU report 2020 also places the average cohort of under 25's in the workplace at closer to 5% whereas we are currently at 3%

Recruitment

- 27.6% of all applications came from candidates in the 16-30 age range (27.6% of all applications). The number of applications reduces with each progressive age group.
- The demographic split of applicants in term of age is relatively evenly distributed until we approach the upper age bracket of 50+. This is a reflection of current societal norms which sees fewer older candidates applying for new positions.

Leavers

- 60% of leavers are in the 16-44 age group. The age distribution of staff leaving the college varies throughout all age groups. This does pose a concern for our younger workforce as it could mean they are leaving due to a lack of progression opportunities within the college.
- 14% of leavers is for staff aged 61 and over, once again a factor contributed to by our ageing workforce.

Leavers by age group:

16-24 = 20% (32)

25-34 = 21% (34)

35-44 = 18% (30)

45-54 = 17% (27)

55-60 = 10% (17)

61-65 = 4% (7)

65+ = 10% (16)

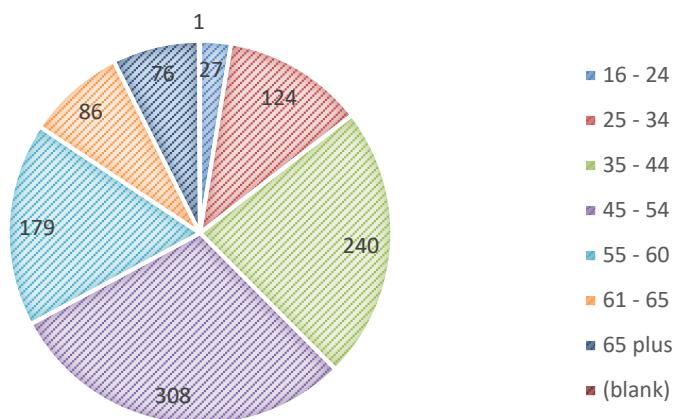
Total number of leavers = 163

Grievance and Disciplinary

Across the reporting period there were 10 disciplinary cases conducted none of them involved age discrimination

1 grievance was raised during the period and did not involve age discrimination

BREAKDOWN OF STAFF BY AGE



Disability (those who have declared they have a disability)

Staff Composition: 1040

Not Disabled 55%(575)
 Disabled 5.5% (58)
 Not submitted 39.1% (407)

Applications received: 1088

Disabled = 6% (62)
 No disability = 94% (1026)

Number of people appointed within own disability status:

Disabled = 11% (7)
 No disability = 11% (115)

Leavers by disability:

No disability = 28%(46)
 Prefer not to say = 69% (113)

Disabled = 3%(3)

Total number of leavers = 163

Grievance and disciplinary

Staff Composition

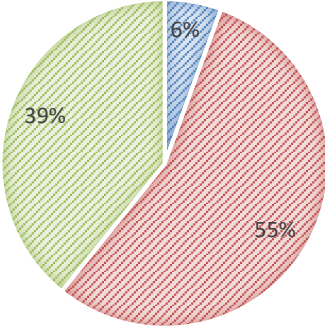
- A total of 5.5% of college staff have declared a disability, 0.9% increase from last year of 4.6%.
- We are slightly under the welsh average which is at 6.1% (ECU report 2020*)
- We believe that the actual number of staff with a disability is significantly higher than the numbers disclosed, due the number of reasonable adjustments that the college has put in place.
- 12% of staff declaring a disability, have a mental/emotional health condition.

Recruitment

- The percentage of applicants who declare a disability has increased to 6% from 5.1% last year.
- The number of disabled applicants appointed has increased to 11% from 2.8% last year
- As the college has only recently signed up as a disability confident employer, we hope we will see a greater number of applicants declaring a disability going forward

Leavers

- 3% of staff that left, declared having a disability, which indicates that we are retaining our disabled staff members.

<p>Across the reporting period there were 10 disciplinary cases conducted none of them involved age discrimination</p> <p>1 grievance was raised during the period and did not involve age discrimination</p>	<div data-bbox="743 295 1506 913"><p>BREAKDOWN OF STAFF BY DISABILITY</p><p>■ YES ■ None ■ Prefer not to say</p><table border="1"><thead><tr><th>Category</th><th>Percentage</th></tr></thead><tbody><tr><td>YES</td><td>6%</td></tr><tr><td>None</td><td>55%</td></tr><tr><td>Prefer not to say</td><td>39%</td></tr></tbody></table></div>	Category	Percentage	YES	6%	None	55%	Prefer not to say	39%
Category	Percentage								
YES	6%								
None	55%								
Prefer not to say	39%								

Race

Staff Composition: 1040

BAME = 2.8%(30)

Other = 0.5% (6)

Prefer not to say = 3.9% (41)

White = 92.5% (963)

Applications received: 1088

White =80.5%(874)

BAME =10.6%(116)

Other = 2% (24)

Prefer not to say = 6.8%(74)

Number of applicants appointed (within own ethnic group):

White = 10.8% (96)

BAME = 5.1% (6)

Other = 12.5% (5)

Prefer not to say = 20.2% (15)

Leavers by ethnicity:

White = 90% (146)

BAME = 4% (7)

Prefer not to say = 6% (9) Total

number of leavers = 163

Staff Composition

- The number of staff who identify as Black, Asian and Minority Ethnic (BAME) has reduced by 0.2% this is below the Swansea Bay BAME population pool of 6% according to the most recent census (2011).
- 92.5% of staff identify as white, which has also remained the same as last year
- There has been an increase of staff who chose “prefer not to say” on monitoring forms, for this category by 2%.

Recruitment

- 10.6% of applications were from BAME individual which is a significant improvement from last year which was at 8.5%. The number of people appointed from BAME backgrounds has remained at 5.1%.
- This suggests the partnering work with external organisations when promoting our vacancies, is having a positive impact.

Leavers

- 90% of those that left the college last year identified as white which is a reduction of 3% from last year
- 6% of those left preferred not to say
- 4% of those that left were from the BAME community which is an increase of 1% from last year
- Those that left the workforce are largely representative of the current workforce split in terms of race.

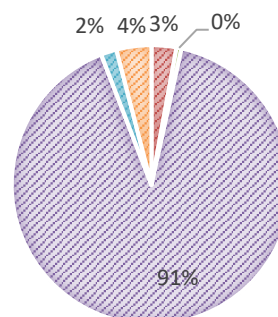
Grievance and Disciplinary

Across the reporting period there were 10 disciplinary cases conducted none of them involved Race discrimination

1 grievance was raised during the period and did not involve Race discrimination

BREAKDOWN OF STAFF BY RACE AND ETHNICITY

■ Race and ethnicity ■ Bame ■ Other
■ White ■ White Other ■ Prefer not to say



Gender

Staff Composition: 1040

414 (40%)	Male
625 (60%)	Female
1 (0.01%)	Trans
1040	All

	Male	Female	Trans	All
Full time	29% (302)	30% (313)	.1% (1)	59% (616)

Part Time/ Term time	11% (114)	30% (311)		41% (424)
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Permanent	31% (327)	47% (489)		78% (816)
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Temp	9% (89)	13% (135)	.1% (1)	22% (224)
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Staff Composition

- Gender split of staff has remained consistent.
- 58% of all lecturing staff are female in line with the general workforce split. (See Appendix 2)
- 53% of the management team within the college is made up of females, which is 7% lower than the general gender workforce split (See Appendix 2)

Contract Type

- There is a higher percentage of women on permanent contracts (47%) as compared to men (31%) which is broadly in line with our current workforce split.
- The number of men on part time contracts rests at 11%, less than half the number of their female counterparts.
- We believe this is due to the college offering many flexible working options which are suitable to those with a family.

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<div><div>Gender Pay Gap</div><div><div>Mean</div><div>6.35%</div></div><div><div>Median</div><div>6.95%</div></div></div>	<div><div>Leavers</div><div><div><div></div><div>The percentage of leavers split across the genders are 44% male and 56% female which is comparable to our workforce split.</div></div></div><div><div>Recruitment</div><div><div><div></div><div>The success rate for women is slightly higher than for men (8.3% and 6.6% respectively). Both figures have increased slightly from last year, where the success rate for women was 6.6% and for men 5.7% (an increase of 1.7% for women and 0.9% for men).</div></div></div></div></div>
<div><div>Leavers by sex:</div><div><div>Male</div><div>= 44% (72)</div></div><div><div>Female</div><div>= 56% (91)</div></div><div><div>Total leavers</div><div>= 163</div></div></div>	
<div><div>Applications received: 1088</div><div>Female: 57.8% (628)</div><div>Male : 36.6% (400)</div><div>Prefer not to say: 5.3% (60)</div><div><div>Number of people appointed within own gender</div><div><div>Female: 11% (69)</div><div>Male: 10% (40)</div><div>Prefer not to say: 22% (13)</div></div></div></div>	<div><div><div>BREAKDOWN OF STAFF BY GENDER</div><div><div><div><div>Female</div><div>Male</div><div>Trangender</div><div>0%</div></div><div><div>40%</div><div>60%</div></div></div><div></div></div></div></div>

Grievance and Disciplinary

Across the reporting period there were 10 disciplinary cases conducted none of them involved Sex discrimination

1 grievance was raised during the period and did not involve Sex discrimination.

Religion and Belief

Staff composition: 1040

	Total%	Total
Agnostic	4%	46
Atheist	7%	77
Christian	33%	342
Other	8%	84
Prefer not to say	48%	491

*Islam ,Humanism, Sikhism and other religions fall under other due to low numbers.

Staff Composition

- A wide range of beliefs and non-belief are represented within our staff profile.
- Over 48% of individuals working at the college prefer not to disclose their religion and belief, which relates to a 3% reduction from last year. Although with 48% preferring not to say, there is clearly still more work to be done.

Applications received: 1088

Total		Total %
Buddhist	7	0.6%
Christian	395	36.3%
Hindu	11	1.1%
Jewish	2	0.2%
Muslim	40	3.6%
None	459	42.1%
Other	30	2.7%
Prefer not to say	142	13%
Sikh	2	0.2 %

Number of people appointed by religion and belief:

(within own Religion or Belief)

Buddhist	0%	
Christian	10.6%	42
Hindu	0%	0
Jewish	0%	0
Muslim	2.5%	1
None	13.2%	61
Other	0%	0
Prefer not to say	12.6%	18

Recruitment

- The largest proportion of applications received were from those with no religion (38.7%), followed by Christian (36.5%).
- The highest percentage of those appointed, follow the same pattern for our largest cohort of applicants (None, followed by Christian). With those at 0% the likelihood is down to the small pool of candidates applying for roles.

Leavers

- The highest percentage of leavers was for those that preferred not to say at over 60%, fairly comparable to the pool of staff here at Gower college at over 50%.
- The second highest leaver group were staff from the Christian faith at 21% which is significantly lower than our staff pool.

Leavers By Religion		<div><h3>BREAKDOWN OF STAFF BY RELIGION</h3><div><div><div></div><div>Agnostic</div></div><div><div></div><div>Atheism</div></div><div><div></div><div>Christianity</div></div><div><div></div><div>Prefer not to say</div></div><div><div></div><div>Other</div></div></div><table><caption>Staff Breakdown by Religion Data</caption><thead><tr><th>Religion</th><th>Percentage</th><th>Count</th></tr></thead><tbody><tr><td>Prefer not to say</td><td>47%</td><td>77</td></tr><tr><td>Christianity</td><td>33%</td><td>54</td></tr><tr><td>Other</td><td>8%</td><td>13</td></tr><tr><td>Atheism</td><td>7%</td><td>11</td></tr><tr><td>Agnostic</td><td>5%</td><td>8</td></tr></tbody></table></div>	Religion	Percentage	Count	Prefer not to say	47%	77	Christianity	33%	54	Other	8%	13	Atheism	7%	11	Agnostic	5%	8
Religion	Percentage		Count																	
Prefer not to say	47%		77																	
Christianity	33%	54																		
Other	8%	13																		
Atheism	7%	11																		
Agnostic	5%	8																		
Agnostic	2% (4)																			
Atheism	7% (11)																			
Christian	13% (22)																			
Prefer not to say	74% (119)																			
Other	4% (7)																			
Total	100% (163)																			

Grievance and Disciplinary

Across the reporting period there were 10 disciplinary cases conducted none of them involved religious belief discrimination

1 grievance was raised during the period and did not involve religious belief discrimination

Sexual Orientation

Staff Composition: 1040

Heterosexual = 54% (563)
Prefer not to say = 44% (457)
Bisexual = 0.7% (7)
Gay Man = 0.6% (6)
Lesbian = 0.7% (7)
Total LGB = 1.9%

Staff Composition

- Total LGB staff disclosures currently total 1.9%, which is above what the latest ONS census report of 2011 puts Swansea at numbers of 1.5% of an LGBT community
- Prefer Not to Say has dropped by over 3% from 47.4% in 2018/19, to 44%. A large proportion of employees still prefer to not disclose the information, which is in line with other further education providers, however the year on year decline of this shows signs of positive change.

Applications Received: 1088

Bisexual = 3.2% (35)
Gay Man = 1.4% (15)
Lesbian = 1.2% (13)
Heterosexual = 82.4% (896)
Prefer not to say = 11.9% (129)

Recruitment

- The vast majority of applicants were heterosexual (82.4%).
- The highest proportion of applicants appointed were those that identify as lesbian at 23%.

Leavers

- A very small proportion of leavers identified as LGB (1%) which puts the confirmed number below the working demographic.
- The majority of people leaving declined to comment on their sexual orientation.

Applicants appointed (within own sexual orientation):

Bisexual = 14% (5)
Gay Man = 13% (2)
Lesbian = 23% (3)
Heterosexual = 10% (96)
Prefer not to Say = 11.6% (16)

Leavers by sexual orientation:

Heterosexual = 26% (42)
Prefer not to say = 73% (119)
Bi-sexual = 1% (2)

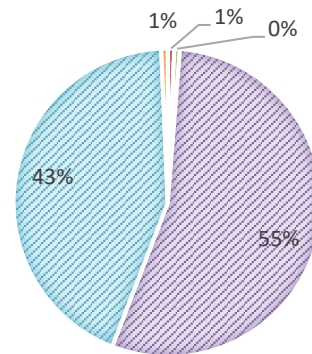
Total leavers =163

Grievance and Disciplinary
Across the reporting period there
were 10 disciplinary cases conducted
none of them involved sexual
orientation discrimination

1 grievance was raised during the
period and did not involve sexual
orientation discrimination

**BREAKDOWN OF STAFF
BYSEXUAL ORIENTATION**

■ Bi-sexual ■ Gay Man
■ Heterosexual ■ Prefer not to Say ■ Lesbian



Marriage & Civil Partnership

Staff Composition: 1040

Civil Partnership = 0.3% (3)

Co-habiting = 11% (119)

Divorced = 6% (62)

Married = 56% (584)

Separated = 2% (17)

Single = 21% (215)

Widowed = 1% (11)

Prefer not to say 3% (29)

Staff Composition

- The vast majority of our staff are married (56%) followed by single (21%). The % staff in a civil partnership has reduced from last year (0.6%).
- The proportion of people who prefer not to say has remained at 3%

Leavers :

Civil Partnership= 1%(2)

Co-habiting = 9% (14)

Divorced = 4%(7)

Married =40% (66)

Single = 41% (67)

Prefer not to say = 4% (7)

Total =163

Leavers

- The greatest proportion of leavers that left identified as single (41%), which is roughly a quarter of the demographic that identify as single at the college.
- Comparatively to our single leavers 40% of those that left were married, (far less than the demographic that make up our workforce at 55%)

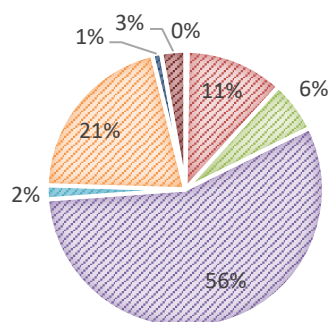
Grievance and Disciplinary

Across the reporting period there 10 disciplinary cases conducted none of them involved marriage and civil partnership discrimination

1 grievance was raised during the period and did not involve marriage and civil partnership discrimination

BREAKDOWN OF STAFF BY MARITAL STATUS

■ Civil Partnership ■ Co Habiting ■ Divorced
■ Married ■ Separated ■ Single
■ Widowed ■ Prefer not to say



Pregnancy & Maternity

16 members of staff took Maternity or parental leave

Grievances and disciplinary

Across the reporting period there 10 disciplinary cases conducted none of them involved Pregnancy and maternity discrimination

1 grievance was raised during the period and did not involve pregnancy and maternity discrimination

Student Data 2019/2020

Student Numbers			Marital Status	
Full Time	Part Time	Total	Civil Partnership	0.3% (41)
36% (4884)	64% (8634)	13518	Co – habiting	2% (268)
			Divorced	0.7% (90)
			Married	5.2% (699)
			Separated	0.3% (39)
			Single	6.5% (872)
			Widowed	0.3% (43)
			Not Declared	84.8% (11463)
Gender			Religion	
Male = 45.9% (6211)			Agnostic	1.2% (162)
Female = 54% (7293)			Atheism	2.5% (344)
Other = 0.1% (14)			Buddhism	0.1% (15)
Disability			Christianity	6.9% (935)
No known disability = 87% (11706)			Islam	0.6% (79)
Disabled = 12% (1305)			Other	2.2% (297)
Unknown = 1% (114)			Information Declined	2.3% (306)
			Not Declared	84.2% (11380)
			*Hinduism, Humanism, Sikhism and Judaism were all included under other due to small numbers.	
Sexual Orientation			Age	
Bi-Sexual	= 0.3%(41)		Under 16	= 1.3% (173)
Gay Man	= 0.2% (27)		16-19	= 37.8% (5105)
Lesbian	= 1.6% (222)		20-29	= 21.7% (2363)
Heterosexual	= 13.7% (1847)		30-39	= 17.5% (2363)
Information Declined	= 0.2% (26)		40-49	= 11.1 (1506)
Not Declared	= 84% (11355)		50-59	= 7.9% (1067)
Race			60-69	= 2.1% (283)
			70-79	= 0.5% (72)
			80+	= 0.1% (18)
BAME include:				

**Bangladeshi, Black, Chinese, Indian,
Mixed, Other Asian, Pakistani**

White = 85.7% (11581)

BAME= 12.1% (1624)

Gypsy or Traveler 0.03% (4)

Prefer not to say 2.2% (298)

December Monitoring & Key successes

Sexual Orientation

LGBTQ+ = 6% (18)

Heterosexual = 91% (258)

Prefer not to say = 3% (9)

Total = 285

9 people changed their status from Heterosexual or blank to LGBTQ+

In December, the college asked staff to fill out a new monitoring form. Nearly 1/3 of the workforce took part and clear differences in submitted information from existing data shows that the college is making steps forwards in making people feel more comfortable in disclosing equality data.

Disability

Yes = 12% (34)

None = 84% (238)

Prefer not to say 8% (13)

Total = 285

21 people changed their status from none or blank to having some form of a disability.

Key successes

BAME applications grew by 2%.

A further 2% of employees have updated that they have disability since last year.

The number of employees selecting prefer not to say has reduced on average by 3%.

The Gender pay gap currently stands at half of what the national average is, according to latest ECU 2020 figures.

Appendix 1

Progress against the Strategic Equality Plan April 2020 -2024 **(Impact Assessments)**

1. DIVERSE RECRUITMENT – To improve our recruitment levels and promotional opportunities for staff who are underrepresented as BAME, LGBTQ+, Disabled	Progress report	
<u>Action</u> A much improved equality presence on website with a dedicated page on Equality and Diversity.	Equality news is shared on the staff portal along with key messages in the college newsletter, work on a dedicated page for Equality and Diversity is still in its infancy stages.	
Work with Better Jobs and Better Futures department, with regards to promoting and advertising college vacancies.	More work is needed on developing a partnership with the Better Jobs, Better Futures department to increase diverse recruitment.	
To work with specific organisations to help us achieve our objective. E.g. Eyst, Glitter, Disability confident, Race Equality Wales and our local community groups Advertising the Equality and Human Rights Commission 'working forward' logo on our recruitment Page	The college now displays the disability confident employer logo, Stonewall Champion and has been sending job vacancies across to EYST.	
Develop and introduce a mentoring scheme for BAME staff	Work on developing a mentoring scheme for BAME staff is not yet underway.	
Produce a BAME progression report and track yearly	A specific BAME progression document has not yet been created, but monitoring of this takes place through our annual EDI report.	

2. To be an inclusive employer and community for all our staff and learners	Progress Report	

Action Becoming a diversity champion employer with 'Stonewall'	Gower College is a diversity champion employer with "Stonewall Cymru"	
Becoming a 'Disability Committed' organisation	Gower college is now a disability confident organization offering interviews to any disabled staff which meet the essential criteria.	
Consulting on Identifying and implementing a staff LGBTQ+ network	We have put the idea of a staff LGBTQ+ network out to the E&D committee for consideration.	
Broaden representation on the Equality and Diversity team, including a Student Representative from FE and Work based Learning	Using the Learner voice strategy we have also opened up our plans to the wider student body – giving our students the opportunity to put forward any ideas or concerns they have with representation across the college. A greater level of diversity is now apparent on the EDI committee including several members from the student body.	
Holding an annual LGBTQ+ celebration day	LGBT history month has been celebrated in February with a Rainbow day held on the 12 th Feb.	
Develop and Implement staff training on targeted campaigns.	December saw a targeted campaign on Trans Awareness Training.	
Increase and enhance our digital accessibility To work towards an Accessibility survey for each campus, utilising focus groups from ILS.	Work to undergo an Accessibility survey is yet to begin but remains a key interest for the E& D committee once the college is back open.	
3. To improve our data collection and monitoring.	Progress report	✓

Draft a statement explaining what we use the information collected for and its importance. Include this statement on our Job adverts, Staff Portal/dedicated website page.	In December a competition to fill out an equality monitoring form was launched with nearly 300 people taking part. An equality information video was produced and disseminated to staff before finalizing the strategic equality objectives for 2020-2024, explaining what we use the collected data for.	
"Pop ups" to encourage staff to complete their all about me page.	Pop ups have not yet been used to encourage staff, due to the remote working situation of the past 12 months and the lack of feasibility.	
Interesting facts/quiz on the staff portal to be implemented Bi termly.	In line with equality focus points throughout the year – articles have been posted on the staff portal.	
Produce a termly monitoring report on All About Me data capture to assess increase.	December saw our first equality monitoring competition to assess differences in existing All About Me data. We are planning to hold another competition before the end of the summer term to evaluate any further changes.	
Dedicated page with information about our data to be developed on staff portal.	A dedicated page has not yet been developed for the staff portal.	
Provide a glossary of LGBTQ+ terms and promote on portal.	A Glossary of LGBTQ+ terms are currently being produced for the use of all staff and students.	
4. To continue to raise awareness of equality and diversity issues amongst staff and learners	Progress report	

To be an inclusive employer and community for all our staff and learners	We have been reviewing existing policies to ensure their wording is gender neutral, alongside ensuring all existing policies and are inclusive.	
Continue arranging annual equality and diversity campaigns across the college	A number of diversity events have been held across the college including Black history month, LGBT history month alongside promoting diverse religious festivals and important dates.	
Increased diversity and equality presence on the website as well as increasing our social media presence.	Work has been done with the marketing team to promote events and focus weeks across the college through social media as well as internally through the staff and student portals.	
Reviewing the current equality and diversity training for staff and deliver innovative training through the staff development programme, e.g. invite to deliver training	The college is in contact with organisations such Show Racism the red card who have provided workshops for students and Stonewall Cymru who have provided Trans awareness sessions.	
Regular dissemination of reports amongst staff and learners.	The discussion of how best to disseminate reports amongst staff and learners in an engaging format is still ongoing.	
5. To Close the gender pay gap.	Progress report	
Produce data in line with the gender pay report	An annual gender pay report is produced and discussed among senior HR members and the equality officer.	

Producing a gender pay gap action plan	Methods on how to reduce the pay gap further are discussed and then presented to the E&D committee.	
Track internal progression by gender and pay grade	Salary scales as well as management positions are tracked using data from the Annual EDI report. (See Appendix 2)	

Appendix 1

Equal Opportunities Statistics for Staff Development 2019-20

Equal Opportunities Statistics of Staff Development 2019-20 - Course Approved or Declined

Age Band	Approved	%	Declined	%	Total	%
16 - 24	186	2.1%	0	0.00%	186	2.09%
25 - 34	1128	12.7%	2	0.02%	1130	12.71%
35 - 44	2404	27.0%	7	0.08%	2411	27.12%
45 - 54	2895	32.6%	6	0.07%	2901	32.64%
55 - 60	1434	16.1%	1	0.01%	1435	16.14%
61 - 65	559	6.3%	0	0.00%	559	6.29%
65 plus	267	3.0%	0	0.00%	267	3.00%
Total	8873	99.8%	16	0.18%	8889	100.00%

Gender	Approved	%	Declined	%	Total	%
Female	6032	67.9%	8	0.09%	6040	67.95%
Male	2832	31.9%	8	0.09%	2840	31.95%
Transgender	9	0.1%	0	0.00%	9	0.10%
Total	8864	99.8%	16	0.18%	8889	99.90%

Ethnicity	Approved	%	Declined	%	Total	%
Arab	19	0.2%	0	0.00%	19	0.21%
Asian British	26	0.3%	0	0.00%	26	0.29%
Bangladeshi	22	0.2%	0	0.00%	22	0.25%
Black African	19	0.2%	0	0.00%	19	0.21%

Black British	6	0.1%	0	0.00%	6	0.07%
Black Caribbean	0	0.0%	0	0.00%	0	0.00%
Black Other	4	0.0%	1	0.01%	5	0.06%
Chinese	12	0.1%	0	0.00%	12	0.13%
Chinese British	1	0.0%	0	0.00%	1	0.01%
Indian	2	0.0%	0	0.00%	2	0.02%
Information Declined	152	1.7%	0	0.00%	152	1.71%
Information not Provided/Not Known	139	1.6%	0	0.00%	139	1.56%
Mixed - White and Asian	24	0.3%	0	0.00%	24	0.27%
Mixed - White and Black Caribbean	12	0.1%	0	0.00%	12	0.13%
Mixed - White and Black Asian	0	0.0%	0	0.00%	0	0.00%
Other	52	0.6%	0	0.00%	52	0.58%
Other Asian	5	0.1%	0	0.00%	5	0.06%
Other mixed background	25	0.3%	0	0.00%	25	0.28%
Pakistani	0	0.0%	0	0.00%	0	0.00%
White British	8091	91.0%	15	0.17%	8106	91.19%
White Irish	54	0.6%	0	0.00%	54	0.61%
White Other	208	2.3%	0	0.00%	208	2.34%
Total	8854	99.6%	16	0.18%	8889	99.79%

Marital Status	Approved	%	Declined	%	Total	%
Civil Partnership	33	0.4%	0	0.00%	33	0.37%
Co Habiting	1085	12.2%	5	0.06%	1090	12.26%
Divorced	637	7.2%	1	0.01%	638	7.18%
Married	5071	57.0%	8	0.09%	5079	57.14%
Separated	167	1.9%	0	0.00%	167	1.88%
Single	1647	18.5%	2	0.02%	1649	18.55%
Widowed	87	1.0%	0	0.00%	87	0.98%
Data not available	146	1.6%	0	0.00%	146	1.64%
Total	8873	99.8%	16	0.18%	8889	100.00%

Disability	Approved	%	Declined	%	Total	%
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Dyslexia	90	1.0%	0	0.00%	90	1.01%
Hearing Impairment	86	1.0%	0	0.00%	86	0.97%
Mental / Emotional Health	75	0.8%	0	0.00%	75	0.84%
None	5592	62.9%	8	0.09%	5600	63.00%
Other	82	0.9%	0	0.00%	82	0.92%
Physical and / or Medical Difficulty	161	1.8%	0	0.00%	161	1.81%
Visual Impairment	18	0.2%	0	0.00%	18	0.20%
Data not available	2769	31.2%	8	0.09%	2777	31.24%
Total	8873	99.8%	16	0.18%	8889	100.00%

Religion	Approved	%	Declined	%	Total	%
Agnostic	406	4.6%	1	0.01%	407	4.58%
Atheism	626	7.0%	3	0.03%	629	7.08%
Buddhism	0	0.0%	0	0.00%	0	0.00%
Christianity	3555	40.0%	3	0.03%	3558	40.03%
Humanism	12	0.1%	0	0.00%	12	0.13%
Information Declined	840	9.4%	1	0.01%	841	9.46%
Islam	69	0.8%	0	0.00%	69	0.78%
Judaism	0	0.0%	0	0.00%	0	0.00%
Other	741	8.3%	2	0.02%	743	8.36%
Sikhism	7	0.1%	0	0.00%	7	0.08%
Data not available	2617	29.4%	6	0.07%	2623	29.51%
Total	8873	99.8%	16	0.18%	8889	100.00%

Sexual Orientation	Approved	%	Declined	%	Total	%
Bi-sexual	45	0.5%	0	0.00%	45	0.51%
Gay Man	67	0.8%	0	0.00%	67	0.75%
Heterosexual	5552	62.5%	8	0.09%	5560	62.55%
Information Declined	372	4.2%	1	0.01%	373	4.20%
Lesbian	64	0.7%	0	0.00%	64	0.72%
Data not available	2773	31.2%	7	0.08%	2780	31.27%
Total	8873	99.8%	16	0.18%	8889	100.00%

Employment Status	Approved	%	Declined	%	Total	%
Permanent	6182	69.5%	14	0.16%	6196	69.70%
Temporary	2691	30.3%	2	0.02%	2693	30.30%
Total	8873	99.8%	16	0.18%	8889	100.00%

Employment Type	Approved	%	Declined	%	Total	%
Not Employed	22	0.25%	0	0.00%	22	0.25%
Casual	158	1.78%	0	0.00%	158	1.78%
Fractional	2191	24.65%	3	0.03%	2194	24.68%
Full Time	5065	56.98%	12	0.13%	5077	57.12%
Hourly Paid	582	6.55%	0	0.00%	582	6.55%
Term Time	855	9.62%	1	0.01%	856	9.63%
Total	8873	99.8%	16	0.18%	8889	100.00%

Applications for Training	Total	%
Approved	8873	99.8%
Declined	16	0.2%
Total	8889	100.0%

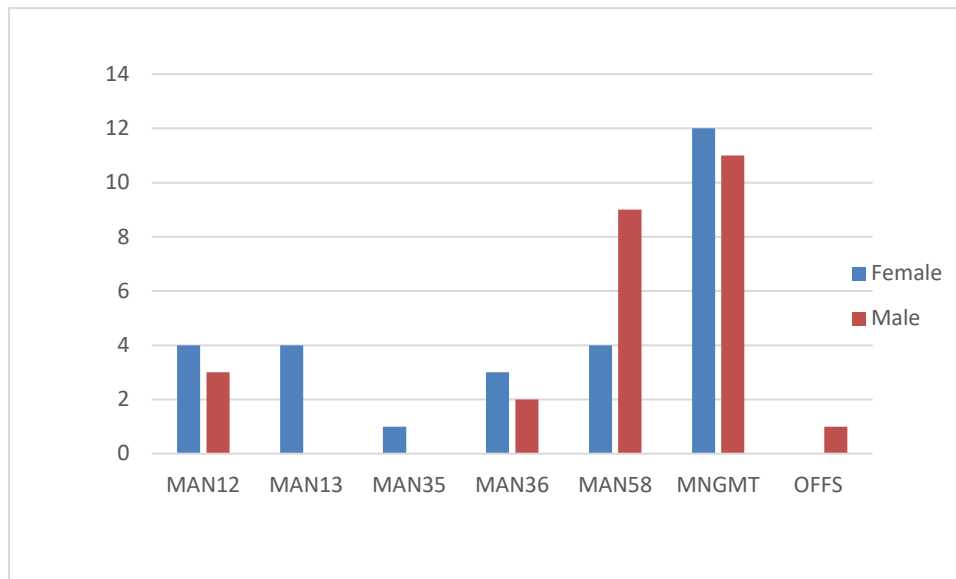
Age distribution of staff	No. of Staff	Training	Workforce profile	No of staff on
participating in training activities	Participating	Participation	%	Heads Report
16 - 24	186	2.1%	1.62	14
25 - 34	1130	12.7%	10.07	87
35 - 44	2411	27.1%	23.84	206
45 - 54	2901	32.6%	31.83	275
55 - 60	1435	16.1%	17.82	154

61 - 65	559	6.3%	8.45	73
65 plus	267	3.0%	6.37	55
Total	8889	100.0%	100%	864

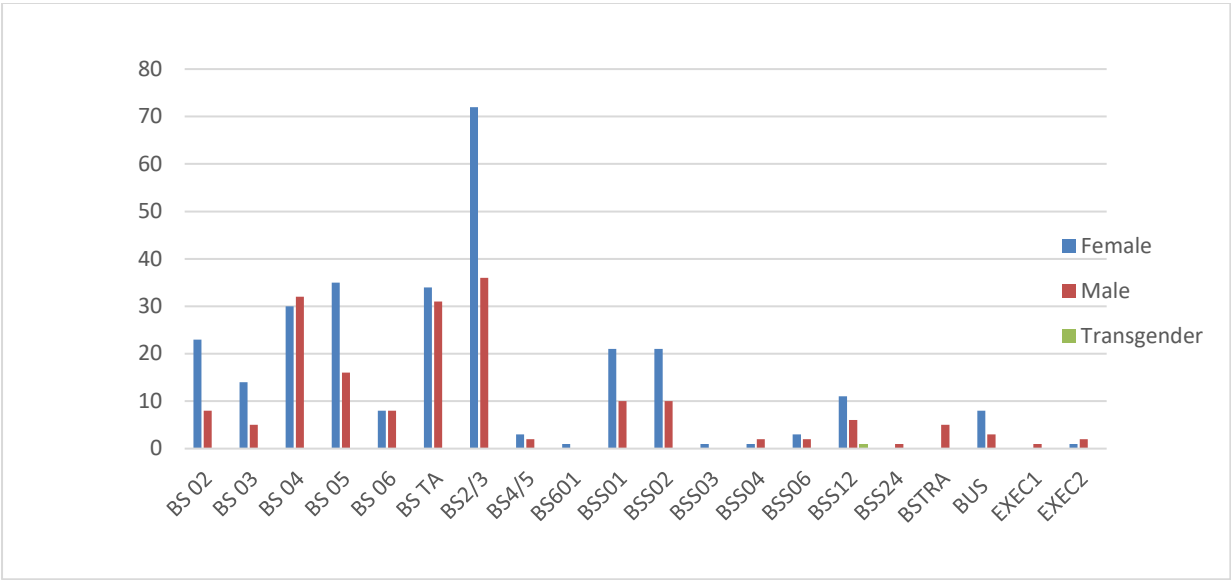
Appendix 2

Staff Pay Scales

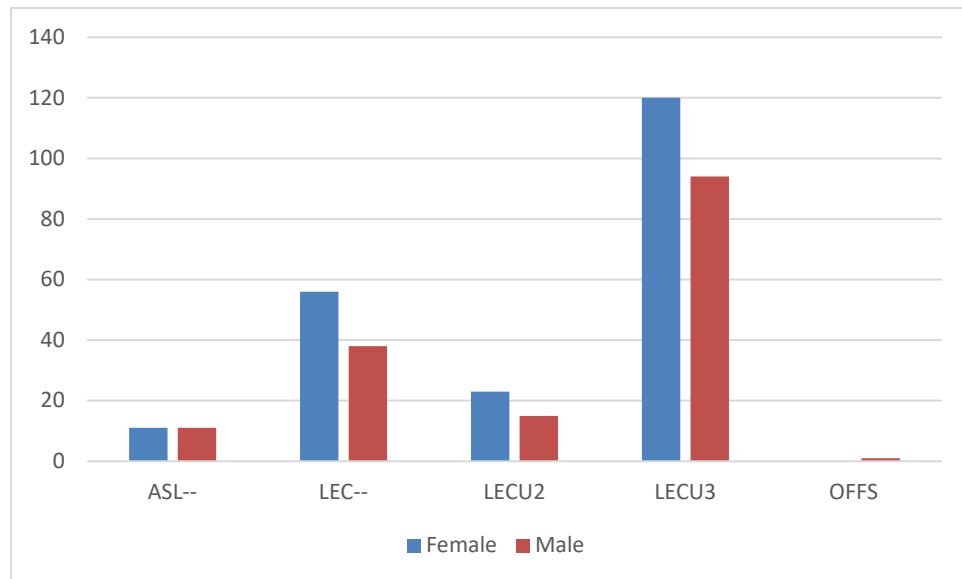
3.1 Proportions of Male and Female Staff on management scales



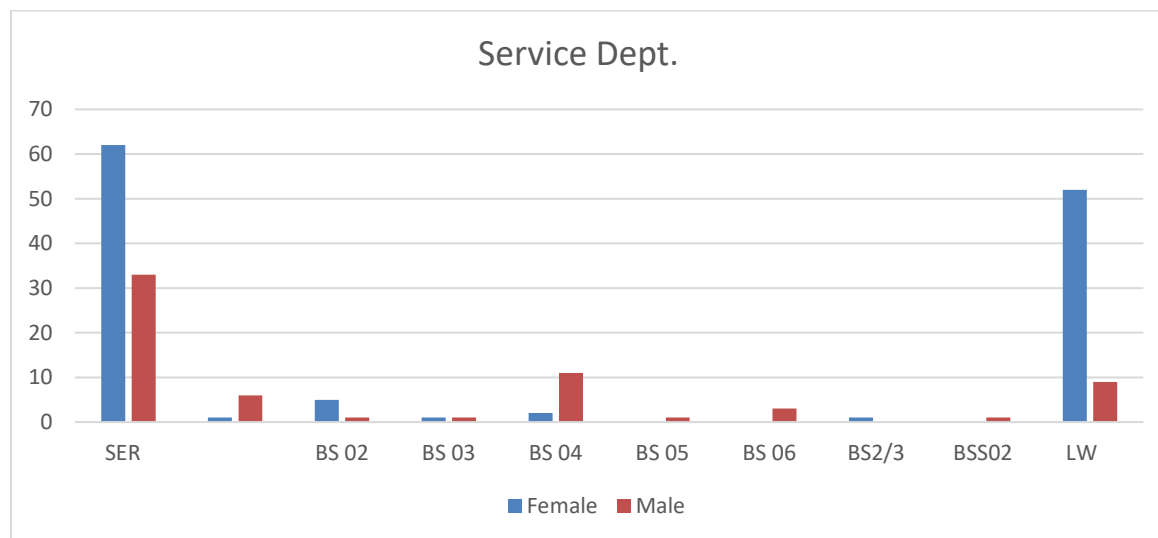
3.2 Proportions of Male and Female staff on Business support scales



3.3 Proportions of Male and Female staff on Lecturer scales



3.4 Proportions of Male and Female staff in Service departments



References

Advance HE, Equality Challenge Unit higher education report 2020 <available from <https://www.advance-he.ac.uk/knowledge-hub/equality-higher-education-statistical-report-2020>>