

EQUALITY STATISTICS 2010 - 2011

STAFF PROFILE

Based on 753 Employees

- **Gender**

Gender mix has been stable over the last few years. The overall gender mix is in line with other FE Colleges but the male population is less than the Cambridgeshire profile (which is 50%).

Gender Profile	2010/2011		2009/10	
	Females	Males	Females	Males
Overall staff	63%	37%	63%	37%
Teaching staff	56%	44%	56%	44%
Support staff	69%	31%	68%	32%
Most recently available data for FE colleges	64%	36%		

- **Disability**

The College disability figure has increased over the last year (this could be because the size of the workforce has decreased). Our profile compares favourably with data for other FE Colleges (2.7%).

The proportion of non disclosure (“unknowns”) has continued to decrease and is now at 1.9%

Disability Declared	2010/2011	2009/10
Overall staff	8%	6.2%
Most recently available data for FE colleges	2.7%	

- **Race**

Ethnic origin data shows that the College proportion of non-white staff (6%) is slightly above the Cambridgeshire figure (4.07%) but below that for the FE sector (8.42%).

The proportion of non disclosure (“unknowns”) has continued to decrease and is now at 0.3%

Ethnicity	2010/11	2009/10
British	87.9%	88.0%
White Other	4.5%	3.9%
White Irish	1.3%	1.6%
Asian or Asian British	2.7%	2.5%
Chinese	0.7%	0.6%
Black or Black British	0.5%	0.6%
Mixed	1.9%	1.8%
Other	0.3%	0.4%
Unknown	0.3%	0.6%

- **Age**

The age profile of the College shows **36%** of CRC's workforce is over 50 years of age; this is in line with other FE Colleges (37%)

6.5% are under 25 years old, this is also in line with other FE Colleges (6.7%)

Age	2010/2011	2009/2010
<25	6.5%	6.4%
25-29	8.4%	8.3%
30-34	11.3%	11.3%
35-39	10.9%	11.5%
40-44	14.9%	14.3%
45-49	12.2%	12.3%
50-54	14.2%	14.0%
55-59	13.1%	12.6%
60-64	6.4%	7.6%
65+	2.1%	1.7%

- **Sexuality**

Disclosure of sexual orientation has continued to increase (less “unknowns”) over the past year. This could be due to increased opportunities to disclose.

Sexuality	2010/2011	2009/2010
Heterosexual	86.7%	84.7%
Same sex	0.7%	1.2%
Bisexual	0.3%	0.0%
Unknown	12.5%	14.1%

- **Faith & Belief**

Disclosure of faith & belief has continued to increase (less “unknowns”) over the past year. We have changed our application form to include “no religion”, which we hope will increase disclosure further.

Faith & Belief	2010/2011	2009/2010
Atheist	2.0%	0.00%
Christian	19.8%	22.20%
Catholic	7.4%	6.10%
Muslim	0.8%	0.60%
Hindu	0.8%	0.70%
Sikh	0.3%	0.20%
Spiritualism	0.4%	0.10%
C of E	20.6%	20.00%
No religion	13.3%	13.50%
Buddhist	0.7%	0.60%
Other	4.4%	5.00%
Unknown	29.0%	31.00%
Prefer not to say	0.7%	0.00%

- **Marital Status**

We have updated our application form to include “civil partnership”.

Marital Status	2010/2011	2009/2010
Married	53.5%	53.3%
Single	28.4%	28.0%
Divorced	6.6%	7.7%
Separated	3.5%	3.3%
Widowed	0.7%	0.6%
Civil partnership	0.3%	0.1%
Living with partner	2.5%	2.3%
Unknown	4.5%	4.7%

DIVERSITY PROFILE OF LEAVERS 2010-2011

Based on 171 leavers

Gender			
	Female	108	63.2%
	Male	63	36.8%

Sexuality			
	Heterosexual	138	80.7%
	Same sex	5	2.9%
	Unknown	28	16.4%

Disability			
	No	155	90.6%
	Yes	12	7.0%
	Unknown	4	2.3%

Marital Status			
	Married	84	49.1%
	Single	48	28.1%
	Divorced	19	11.1%
	Separated	3	1.8%
	Widowed	0	0.0%
	Living with Partner	2	1.2%
	Unknown	15	8.8%

Religion			
	Christian	34	19.9%
	Catholic	9	5.3%
	Muslim	1	0.6%
	Hindu	2	1.2%
	C of E	40	23.4%
	None	19	11.1%
	Atheist	1	0.6%
	Baha'i	0	0.0%
	Other	8	4.7%
	Unknown	57	33.3%

Ethnicity	British	148	86.5%
	Asian or Asian British	4	2.3%
	White Other	9	5.3%
	White Irish	3	1.8%
	Unknown	0	0.0%
	Black or Black British	3	1.8%
	Chinese	1	0.6%
	Other	1	0.6%
	Mixed Other	2	1.2%

Ages	<25	14	8.2%
	25-29	12	7.0%
	30-34	21	12.3%
	35-39	17	9.9%
	40-44	16	9.4%
	45-49	15	8.8%
	50-54	19	11.1%
	55-59	16	9.4%
	60-64	35	20.5%
	65+	6	3.5%
	Unknown	0	0.0%

FORMAL PROCESSES - STAFF IN FORMAL DISCIPLINARY, CAPABILITY, PROBATIONARY OR GRIEVANCE PROCEDURES 2010 - 2011

Numbers are very small and therefore difficult to identify any trends. We will continue to monitor.

RECRUITMENT – APPLICANT PROFILE – 2010 - 2011

		Applicants	Shortlisted Candidates	Successful Candidates
Gender	Male	40%	40%	39%
	Female	60%	60%	61%

		Applicants	Shortlisted	Successfals
Age	<25	16.0%	11.6%	9.7%
	25-29	16.4%	16.1%	17.2%
	30-34	12.9%	12.2%	14.0%
	35-39	9.9%	12.5%	15.1%
	40-44	9.9%	10.9%	8.6%
	45-49	8.8%	7.4%	5.4%
	50-54	9.1%	13.2%	15.1%
	55-59	5.6%	6.4%	7.5%
	60-64	3.2%	3.9%	6.5%
	65+	0.5%	0.3%	0.0%
Unnown	7.8%	5.5%	1.1%	

		Applicants	Shortlisted	Successfals
Marital Status	Married	34.2%	36.3%	43.0%
	Single	40.8%	41.2%	36.6%
	Divorced	7.6%	6.8%	3.2%
	Separated	1.6%	1.6%	2.2%
	Widowed	1.1%	1.9%	1.1%
	Living with	0.6%	1.3%	3.2%
	Civil Partnership	0.2%	Unknown	
	Unknown	13.8%	10.9%	10.8%

		Applicants	Shortlisted	Successfals
Sexual Orientation	Heterosexual	65.1%	73.3%	86.0%
	Homosexual	1.3%	0.6%	1.1%
	Bisexual	0.6%	0.6%	1.1%
	Unknown	33.1%	25.4%	11.8%

		Applicants	Shortlisted	Successfuls
Ethnic Origin	White British	71.3%	78.8%	88.2%
	Asian	4.2%	5.8%	5.4%
	African	2.2%	2.9%	2.2%
	Any other black background	0.2%	0.6%	0.0%
	White - Irish	0.6%	0.0%	0.0%
	Mixed	2.3%	2.9%	1.1%
	Chinese	1.6%	0.6%	0.0%
	White other	8.8%	4.5%	3.2%
	Caribbean	1.6%	0.3%	0.0%
	Other	0.6%	0.3%	0.0%
	Unknown	6.7%	3.2%	0.0%

		Applicants	Shortlisted	Successfuls
Disability	No	77.1%	81.0%	89.2%
	Yes	4.0%	5.1%	8.6%
	Unknown	18.9%	13.8%	2.2%

		Applicants	Shortlisted	Successfuls
Religion	Church of England	15.7%	13.5%	20.4%
	Christian	18.2%	19.9%	16.1%
	Catholic	6.8%	7.4%	9.7%
	Buddhist	1.0%	1.0%	0.0%
	Agnostic	0.3%	0.6%	0.0%
	Episcopalian	0.0%	0.0%	0.0%
	Hindu	0.6%	1.0%	2.2%
	Jewish	0.0%	0.0%	0.0%
	Muslim	2.6%	3.5%	1.1%
	Sikh	0.2%	0.3%	1.1%
	Other	1.6%	1.3%	2.2%
	Atheist	2.2%	3.9%	9.7%
	Spiritualism	0.2%	0.0%	0.0%
	None	4.2%	6.8%	8.6%
	Not specified	46.3%	40.8%	29.0%

CAREER PROGRESSION – PROMOTION – 2010 - 2011

Total Promotion: 27

			%
Gender	Male	13	48.1%
	Female	14	51.9%

			%
Age	<25	2	7.4%
	25-29	3	11.1%
	30-34	6	22.2%
	35-39	3	11.1%
	40-44	5	18.5%
	45-49	1	3.7%
	50-54	3	11.1%
	55-59	3	11.1%
	60-64	1	3.7%
	65+	0	0.0%

			%
Marital Status	Married	14	51.9%
	Single	10	37.0%
	Divorced	1	3.7%
	Separated	1	3.7%
	Widowed	0	0.0%
	Living with	0	0.0%
	Unknown	1	3.7%

			%
Ethnic Origin	White British	25	92.6%
	Asian	2	7.4%
	African	0	0.0%
	Any other black background	0	0.0%
	White Irish	0	0.0%
	Mixed	0	0.0%
	Chinese	0	0.0%
	White other	0	0.0%
	Caribbean	0	0.0%
	Other	0	0.0%
	Unknown	0	0.0%

			%
Disability	No	26	96.3%
	Yes	0	0.0%
	Unknown	1	3.7%

			%
Sexual Orientation	Heterosexual	27	100.0%
	Homosexual	0	0.0%
	Bisexual	0	0.0%
	Unknown	0	0.0%

			%
Religion	Church of England	7	25.9%
	Christian	6	22.2%
	Catholic	3	11.1%
	Buddhist	0	0.0%
	Agnostic	0	0.0%
	Episcopalian	0	0.0%
	Hindu	0	0.0%
	Jewish	0	0.0%
	Muslim	1	3.7%
	Sikh	1	3.7%
	Other	1	3.7%
	None	5	18.5%
	Not specified	3	11.1%