



Equality and Diversity: Staffing Statement

The College aims to meet its obligations under the public sector equality duty by having due regard to the need to: eliminate discrimination and other conduct that is prohibited by the Equality Act 2010; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it. We are a disability symbol employer and all disabled candidates who meet the minimum criteria for a post will be offered an interview. We will endeavour, when vacancies arise, to recruit suitably qualified colleagues who better reflect the diversity of the College's student population with regard to protected characteristics as defined by the Equality Act 2010.

The number of colleagues employed at the College is approximately 198 and about 35% of these are on part time contracts.

Gender: There are significantly more female colleagues than males. The majority of male colleagues are employed on a full-time contracts, whereas our female colleagues have an almost equal split between full and part time contracts.

Age: The age profile of staff overall is about the same each year and there is a spread in the age of staff from 18 to over 65.

Ethnicity: 21% of staff at the College are Black, Asian and Minority Ethnic (BAME), which is significantly higher than the Borough and the national average of teachers in England. However, it is well below the diversity amongst our students.

Disability: About 5% of our staff have declared a disability as defined by the Equality Act 2010.

Martin Sullivan, Principal

November 2022