



Equality and Diversity: Staffing

Statement:

The College applies its Equality and Diversity Policy in all areas in the employment process including the recruitment of new staff. Copies of the policy are available to applicants for employment at the College and all advertising promotes the College's commitment. 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 staff 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 staff employed at the College is approximately 176 and about half of the staff are on part time contracts.

Gender: There are significantly more female members of staff than males. The majority of female staff are employed on a part-time basis whereas the majority of male staff are employed in a full time capacity.

Age: The age profile of staff overall is about the same each year and there is a spread in the age of staff from 20 to over 65.

Ethnicity: 18% 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 11% of our staff have declared a disability as defined by the Equality Act 2010.

Martin Sullivan, Principal

September 2020