

Equality objectives and data 2019

Objectives

1. To improve equality of opportunity for all and to foster good relations
2. To improve all College activities to ensure the elimination of discrimination against all staff, learners, visitors and governors within the protected characteristics
3. To ensure that equality is embedded within all aspects of the curriculum offer
4. To increase the promotion and celebration of the nine protected characteristics and associated events
5. To increase the opportunity of training and development for staff, learners and governors

Student data

Ethnicity breakdown

	Count of Ethnicity	% Ethnicity
African	1016	23.8%
Arab	92	2.2%
Bangladeshi	104	2.4%
Caribbean	291	6.8%
Chinese	30	0.7%
Gypsy/Irish Traveller	7	0.2%
Indian	60	1.4%
Irish	10	0.2%
Not Provided	45	1.1%
Other	189	4.4%
Other Asian	221	5.2%
Other Black	100	2.3%
Other Mixed	94	2.2%
Other White	1197	28.0%
Pakistani	246	5.8%
White British	376	8.8%
White/Asian	32	0.7%
White/Black African	58	1.4%
White/Black Caribbean	109	2.5%
Grand Total	4277	100.0%

Age and gender

	Count of Age Grp	% Age Grp
16 - 18	1392	32.5%
19+	2885	67.5%
Grand Total	4277	100.0%

Row Labels	Count of Gender	% Gender
F	2472	57.80%
M	1805	42.20%
Grand Total	4277	100.00%

Disability

	Count of Difficulty or Disability	% Difficulty or Disability
Has difficulty/disability/health problem	558	13.0%
No difficulty/disability/health problem	3527	82.5%
No information provided by the learner	192	4.5%
Grand Total	4277	100.0%

Staff data

Age group	%
16 - 25	6%
26 - 35	18%
36 - 45	19%
46 - 55	31%
56+	26%
	100%

Ethnicity	%
Any Other	1.6%
Asian or Asian British - Bangladeshi	1.9%
Asian or Asian British - Indian	5.3%
Asian or Asian British - Other	1.6%
Asian or Asian British - Pakistani	4.4%
Black or Black British - African	7.8%
Black or Black British - Caribbean	14.3%
Black or Black British - Other	1.9%
Chinese	0.6%
Mixed - Other	1.6%
Mixed - White and Asian	0.3%
Mixed - White and Black African	1.2%
Mixed - White and Black Caribbean	0.6%
Not Known	0.3%
Prefer not to say	0.3%
White - British	43.3%
White - Irish	2.2%
White - Other	8.1%
White - Other European	2.8%
	100.0%

Gender	%
Female Total	61.5%
Male Total	38.5%
	100.0%