



-!Ä jU½ã j%UÜ-§-U½ãjÂjUv jÄ-U•vj§-π•§½j;
-½ FFjÀ¾À¾

π/², ‡/² «j£lj-Ö²²p‡jtM/, Ö19 óó²EEj%Û/²πE /j
Âj•/Í‡pÛ7‡EÛ p‡ój%²e²ó ,ü²pE

1

3

2

4

- 2.1 Terms of Reference
- 2.2 Method of Investigation

4

4

3

5

- 3.1 The Staff Profile

5

2.1 Terms of Reference

This report focuses on EDI data provided at 20 October 2020.

There were 812 permanent staff, fixed term staff and workers¹ engaged within the College. These staff/workers work across the College in all disciplines.

This report focuses on three aspects:

- 1) The College's statistics for the workforce in terms of gender, age, ethnicity, disability, sexual orientation and religion or belief.

The statistics are captured on the Human Resource database, by the Human Resource team. The data is initially captured during the recruitment process. It is also updated when the Human Resource team are advised, e.g. an Occupational Health report declares that an employee has a disability or by the employee themselves using the self-service facility on iTrent. The Human Resource team also periodically request that staff update their personal information when changes occur.

- 2) The positive actions taken by the Human Resource team in proactively managing the EDI agenda and there impact.
- 3) The action plan to proactively manage EDI at the College.

2.2 Method of Investigation

This report has been written using:

- " The knowledge of the Director of Human Resources and Organisational Development regaewge
-



Fig.2

The chart below in figure 3 illustrates the disability type:

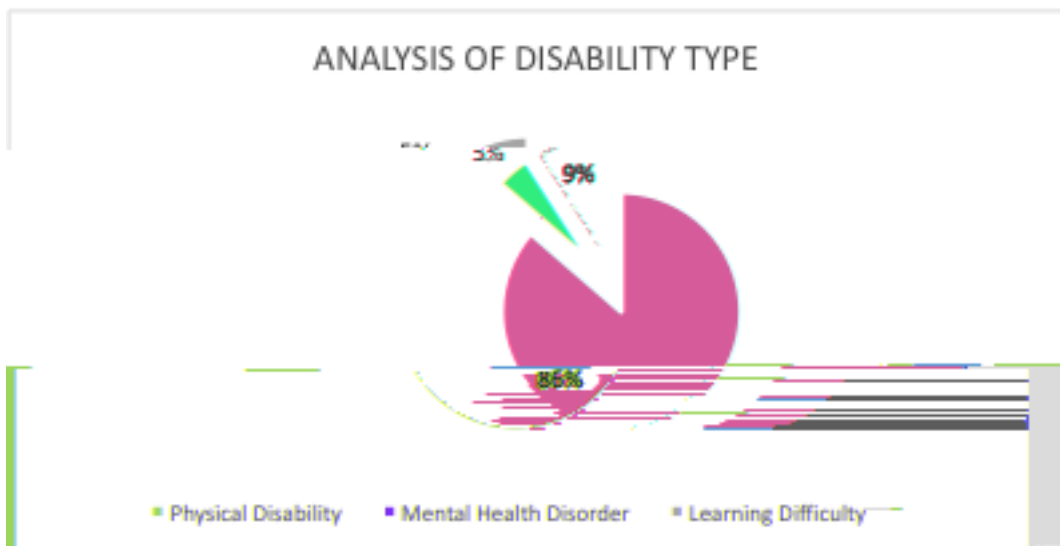


Fig.3

Of the 22 members of staff who declared a disability:

2 have a learning difficulty;

19 have a physical impairment; and

1 has a mental health disorder.

College staff with disabilities make up 3% of the workforce (the same as in 2019).

The FE workforce data for England for 2018/19 shows the ethnic profile as being 85% white for England. There is no South West data. Therefore, there is 15% black minority ethnic (BME).

The College ethnic profile is 91% white (it was 94% in 2019). The College BME ethnic profile (at 4%) is lower to the FE workforce dataset (at 15%). However, the College has a slightly higher proportion of BME in the workforce, at 4%, with Devon reporting a BME profile of 3%.

Age

The age profile for the College illustrates that 68% of the workforce are over 41 years of age (it was 67% in 2019). Figure 5 illustrates the age profile of the College workforce.

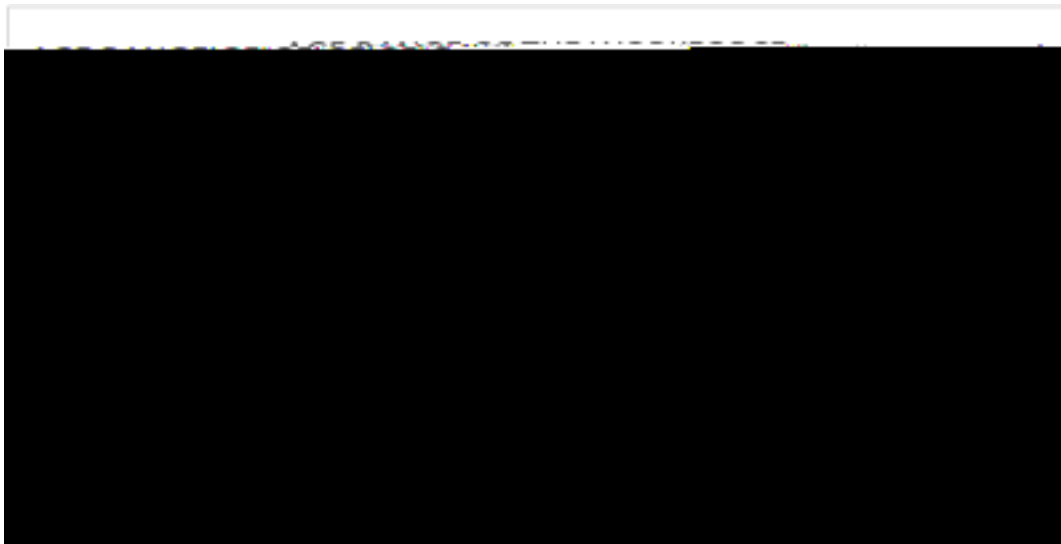


Fig.5

The FE workforce data for England dataset for 2018/19 shows the age profile as 69% being over 40 years of age, with a mean age of 46 and a median age of 47.

There

Sexual Orientation

There are currently:

- ” 12 (1.5% of workforce) lesbian, gay or bisexual (LGB) members of staff,
- ” 673 (83% of workforce) heterosexual members of staff, and
- ” 85 (15.5% of workforce) members of staff chose not to declare.

These figures represent that 85% of the College workforce declared a sexual orientation. This was regarded as a good declaration level.

Figure 6 illustrates the sexual orientation of the College workforce.

Fig. 6

The Office of National Statistics (ONS) dataset for Sexual Identity (March 2010)

% X G G K L V M D \ D Q D		
& K U L V W L D Q		
& K U L V W U D K R G R [
& K U L V W U B W H V W [
& K U L V W R D Q D W K		
+ L Q G X L V P		
- X G D L V P		
0 X V O L P		
1 R Q H		
1 R W S H F L I L H G		
2 W K H U		
3 U H Q R W R D \		

These figures represent that 35% of the College workforce chose not to declare a religion or belief preference (it was 32% in 2019). These figures also represent that the largest religion identified at 28% was Christian (it was 29% Christian in 2019).

The Devon census dataset for 2011 shows the religion or belief profile for the area as being (the Petroc % in brackets):

- " 60.92% Christian (28%)
- " 0.35% Buddhist (0.7%)
- " 0.08% Jewish (0.1%)
- " 0.13% Hindu (0.1%)
- " 0.03% Sikh (0%)
- " 0.5% Muslim (0%)
- " 0.54% other religion (1.1%)
- " 29.4% no religion (17%)
- " 8.03% not stated (35%)

The Devon Census does not contain data on agnostic or atheist.

There is no FE workforce data for England dataset for 2018/19 for religion or belief for the UK or for the South West.

The College religion or belief profile compared to the Devon census 2011 data has few Christian staff and less with 'no religion'. However, there were high levels of non-declaration in this area.



3.3 Action Plans

Appendix A contains the completed action plan for 2019/20 and appendix B contains an action plan for 2020/21.

Equality, diversity and inclusion is regarded as an intrinsic part of Human Resource management at the College. The College has:

Some good levels of declaration across the strands, with some work to undertake with sexual orientation and religion or belief;

A representative workforce in most areas, with work to do around disability;

Taken positive and appropriate actions;

Had a tangible impact with its approach to EDI;

An action plan that seeks to address the further improvements outlined in this report and any under representation.

Appendices

Appendix A – EDI Action Plan for 2019-20 for Staff

Appendix B – EDI Action Plan for 2020-21 for Staff

