



Oldham College

RESOURCES COMMITTEE
28th November 2017

Equality & Diversity Staff Data 2016-17

Abstract

Governors are asked to comment on, and note, the report.

Pamela Cowen, Head of Human Resources
Pamela.cowen@oldham.ac.uk

1. PURPOSE OF THE REPORT

The college governors have set the following Staffing Equality Objectives for 2014 – 2018

- 1) To be effectively reporting upon all protected characteristics following good practice guidelines by July 2017
- 2) To have equalised recruitment into teaching and support areas, with significant BME imbalances when compared with Oldham area data, by a factor of 2% by October 2017

The purpose of this report is to illustrate the current position against the targets set and to provide an overview of the staffing profile of the College and UCO. At the time of producing this report, neither objectives have been achieved in full. The College has improved data collection and reporting for 6 of the 9 protected characteristics and the percentages of BME teaching staff has increased slightly and moved closer to the cultural and ethnic mix within the Oldham Boroughs.

2. SUMMARY INFORMATION

In relation to the staffing equality objectives for 2014-18 stated above, the organisation is not quite at the stage of reporting on all nine of the protected characteristics. The report contains the profile of our staff population across six of the nine characteristics. Where available and appropriate student data has been included for comparison.

- age;
- disability;
- race;
- religion or belief;
- sex;

Of the remaining three characteristics (below), we are reviewing the information to be reported in relation to these groups.

- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;

In terms of addressing the imbalance of BME staff in comparison to the Oldham Population, there has been a slight positive move in the teaching staff but work continues to identify how we might increase successful applications from candidates from this group.

Overall, the profile of the College staff population remains fairly consistent in most areas of equality references other than the proportion of staff recording as from BME communities. The decline in this area is due to the fact that we lost several members of staff in this group through natural turnover during the year. For the first time, where available, equality data for our student body is included for comparison to the staff data. In addition, there is data included in relation to the recruitment of new staff to the College.

The main part of the upgrade to the most recent version of our HR Database took place over the end of the summer break and into the new academic year. The process was not without issue and took longer than had been anticipated. Work is underway to develop the reporting facilities and to improve the range and quality of the data input. This will improve our ability to record, monitor and have pro-active conversations with management across the College about all aspects of human resources including those related to equality and diversity.

Please note the data for 2015 academic year includes Stoneleigh Academy staff who represented 5% of the population.

Table 1 – Post Holder information

	Principalship (inc Directors)	Management Academic	Management Non Academic	Academic Programme Leader	Academic Teacher	Support	Total
BME	1	3	0	0	37	24	65
Disability	0	2	2	0	7	7	18
Male FT	2	5	5	8	59	42	121
Female FT	8	22	8	7	78	83	206
Male PT	0	0	0	0	13	24	37
Female PT	0	0	1	0	28	85	120

The Principalship has reduced by two posts during the academic year and some restructuring took place across the academic management team, leading to a slight increase in this area but a reduction in Programme Leaders from 43 in 2016 to 14 in 2017. The Sector Managers in Work Based Learning are also now included as Academic Managers as we develop our programmes of study for students. This change has led to a more streamlined management, which will take the College forward in delivering our strategy for 2017-18.

Headcount 484 at 30th June 2017 (excluding Apprentices)

Table 2 – BME Population

	Staff 2015	Staff 2016	Staff 2017	Student 2017
Proportion of population recording as BME	19%	20%	13.3%	43%
Proportion of population recording as White	81%	80%	86.7%	57%

The reduction in the proportion of staff recording as BME is due to the fact that we lost several members of staff in this group through natural turnover during the year. As reported later in the report under Nationality, 39% of our staff travel into Oldham from other parts of Manchester. For the 61% of staff resident in the Oldham area (student catchment), 15.4% of them present as BME.

Table 2a - Analysis by Post

	Student	All Staff	Teaching Staff	Academic Management	Business Support	Non-academic Management
BME	43%	13.3%	22.2%	12.5%	10.4%	0
White	57%	86.7%	77.8%	87.5%	89.6%	100%

Whilst it is disappointing to note that our data for the overall recruitment of staff into the College from a BME background has reduced, our teaching staff is slightly closer to the demographic of our learners. More needs to be done in the coming year to encourage applications from a wider range of candidates for recruitment to all posts and levels within the organisation.

Table 3 – Disability Recorded

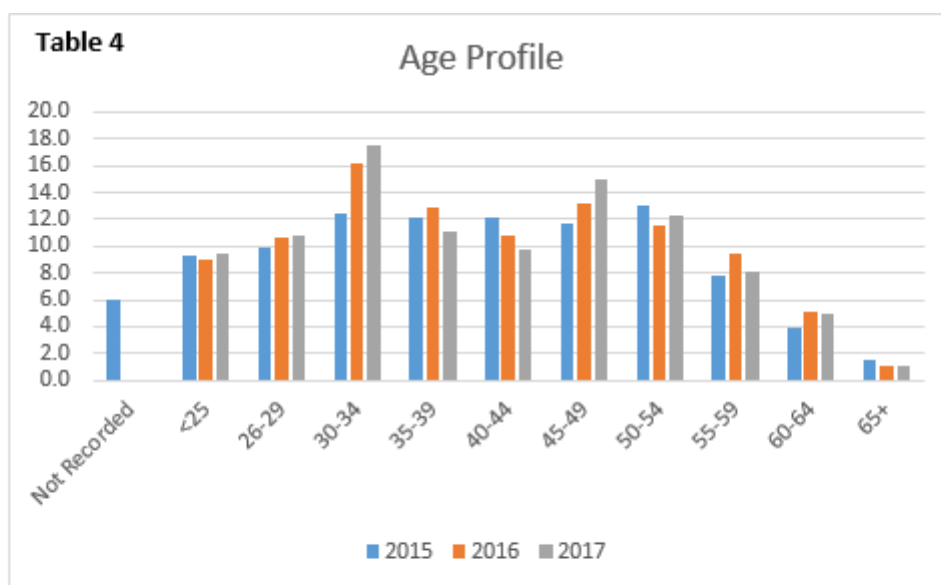
	Staff 2015	Staff 2016	Staff 2017	Student 2017
Population with a Disability	4.2%	5%	4.8%	4%
Population with no Recorded Disability	95.8%	95%	95.2%	96%

Staff employed with a recorded disability remains fairly constant. In order to support staff in this category, we have replaced our occupational health team and ensure that we conduct risk assessments where necessary, making reasonable adjustments to the working space.

Table 3a - Analysis by Post

	Student	All Staff	Teaching Staff	Academic Management	Business Support	Non-academic Management
Disability	4%	4.2%	4.2%	8.3%	3.1%	14.3%
No Disability	96%	95.8%	95.8%	91.7%	96.9%	85.7%

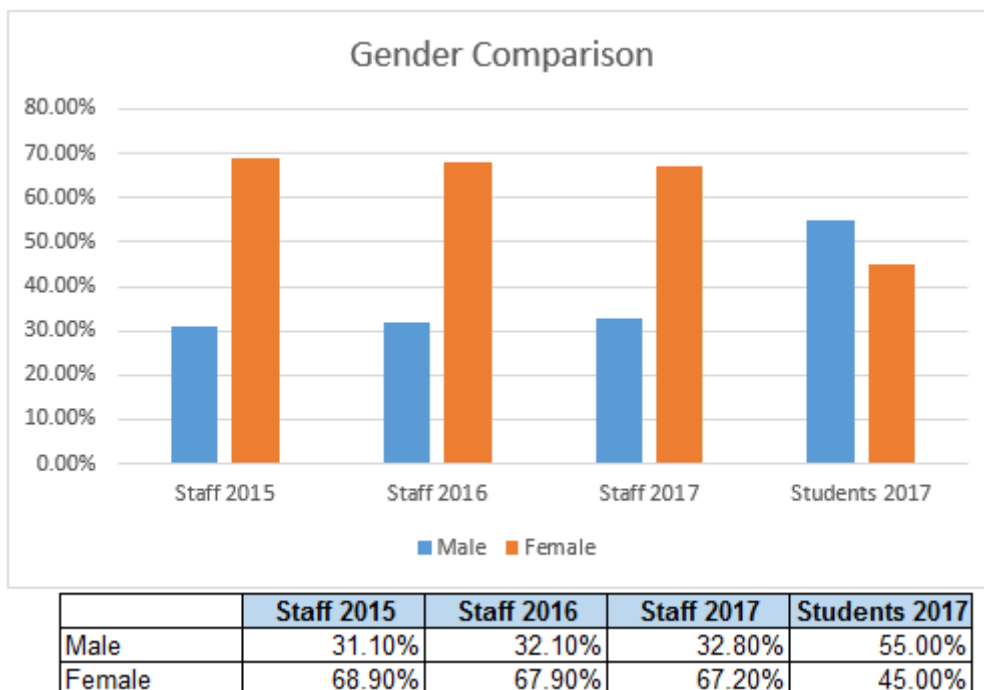
Table 4 – Staff Age Profile



	Not Recorded	<25	26-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2017		9.40%	10.80%	17.50%	11.00%	9.80%	15.00%	12.30%	8.10%	5.00%	1.00%
2016		9.00%	10.60%	16.20%	12.90%	10.80%	13.20%	11.60%	9.50%	5.00%	1.10%
2015	6.00%	9.20%	9.90%	12.50%	12.20%	12.20%	11.70%	13.00%	7.80%	3.90%	1.50%

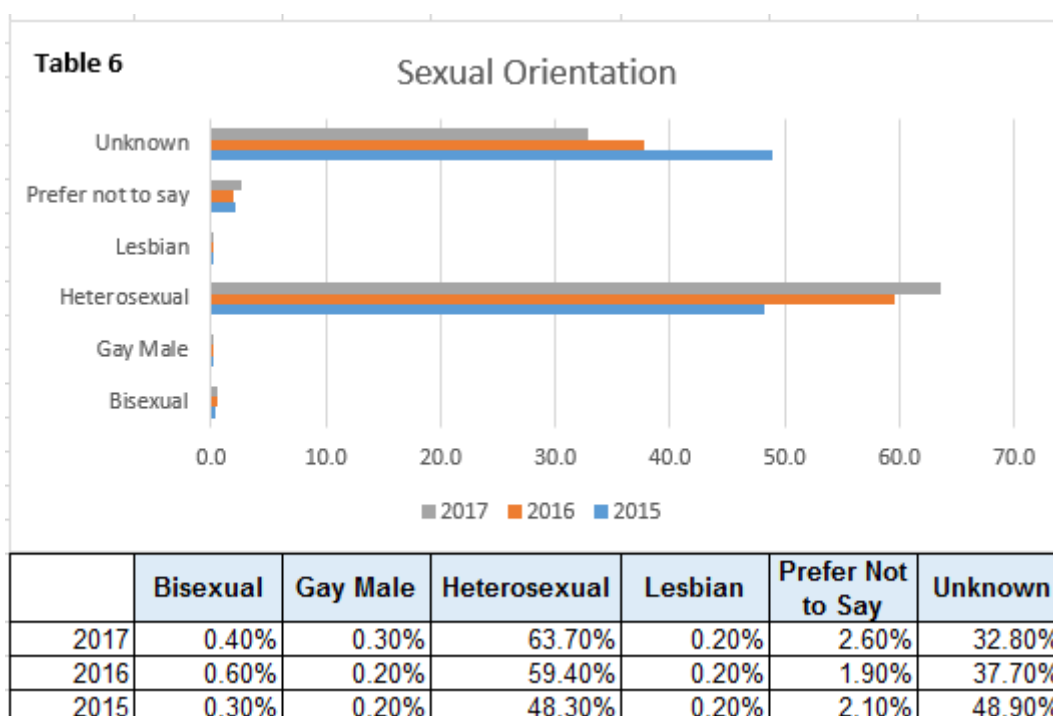
The staff in the age group of over 65 has reduced by one member of staff but remains constant as a percentage as we have fewer staff this year than previously. The age profile shows that we have a spread of age and experience within the College.

Table 5 – Gender Comparison



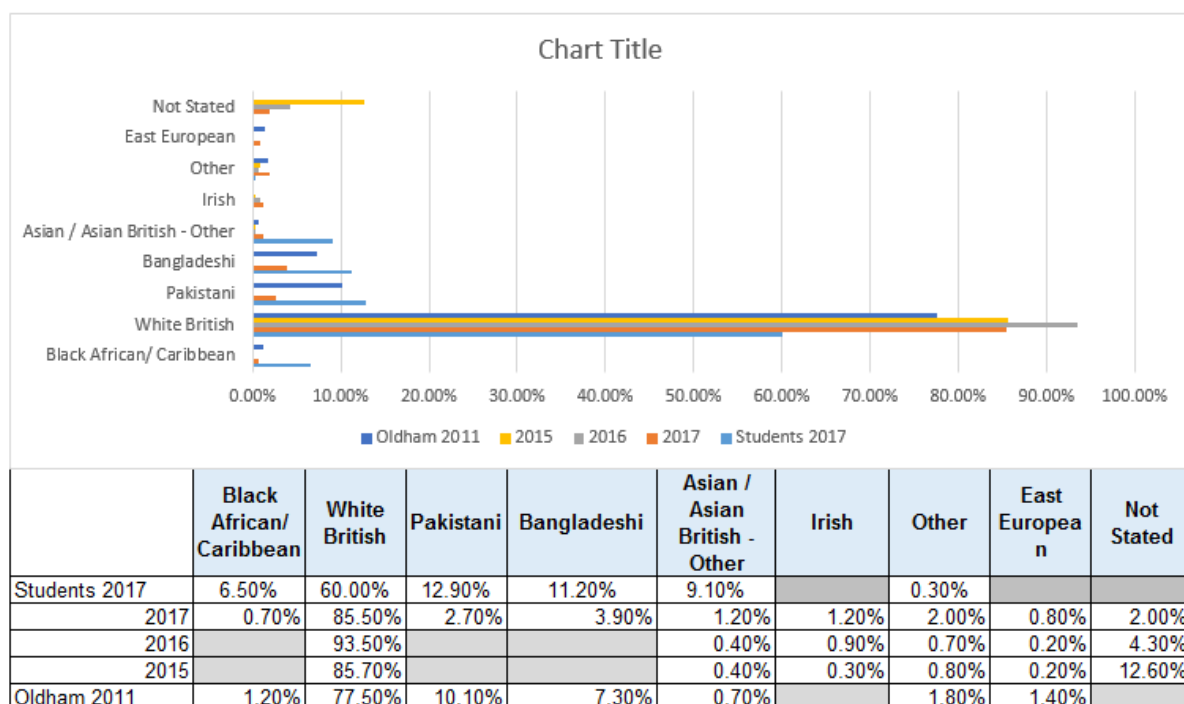
The Gender information has remained constant for some years and reflects the overall picture in education. The proportion of students is different to the make up of the staff. Our recruitment has attracted more males to posts but this has only adjusted the proportion slightly.

Table 6 Sexual Orientation



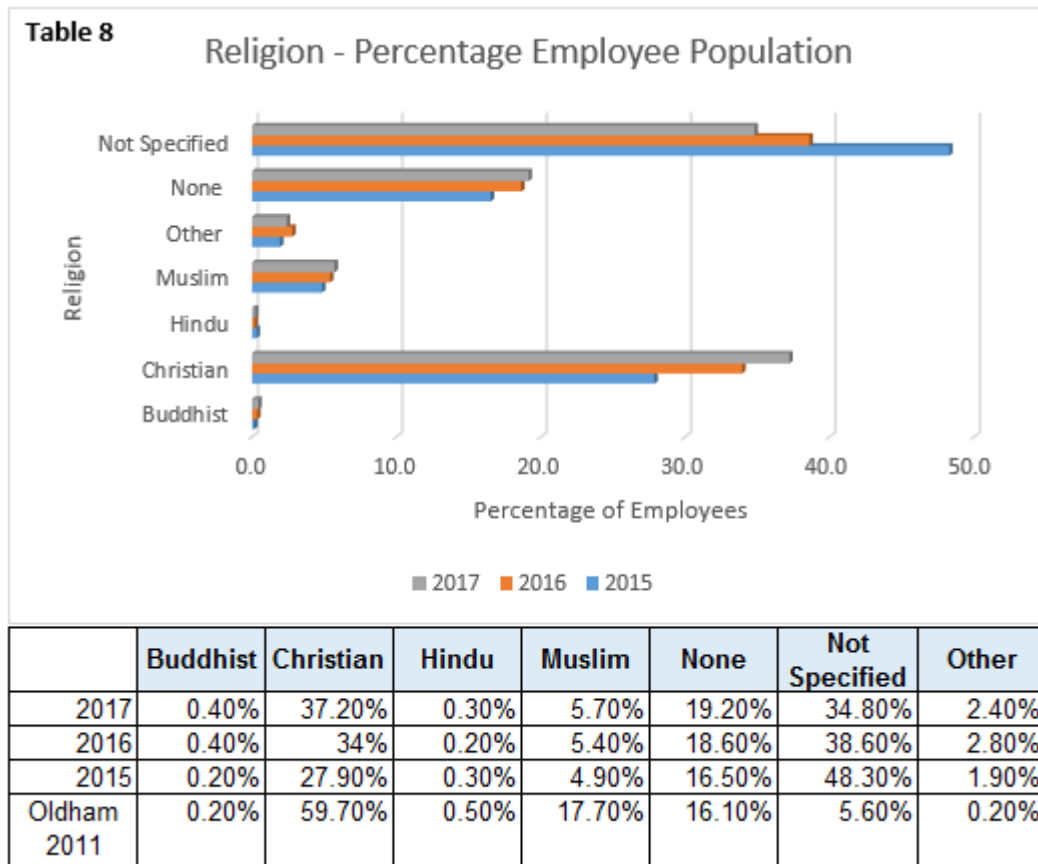
The recording of sexual orientation, along with other E&D information has improved over the last few years of reporting. This is due to the collation of data and the turnover of staff who previously had not stated their sexuality.

Table 7 - Nationality



For comparison, the census details for Oldham (2011) are included. Whilst it may be desirable to have a staff body reflective of the local population, 39% of our staff travel to work in the College from areas outside the Oldham area (from non OL postcodes). Of the 61% of staff who reside within the Oldham area, 84.6% regard themselves as white British and 9.9% as belonging to the BME groups and Other make up the remaining number. Thus, the staff employed from the Oldham area are slightly more reflective of the population residing in Oldham.

Table 8 – Religion Profile



The data for Oldham from the 2011 census is included for comparison. The difference in the 'No Religion Specified' data for the college is the probable explanation for the difference in the data recorded as Christian. Other than the area for Muslim as the recorded religion, the remaining data is similar to that recorded for the wider population of Oldham.

Diversity in Recruitment

For the first year the distribution and diversity of candidates attracted to apply for posts advertised is included. For the academic year 2016-17 we advertised 84 posts. Some of these posts would be repeat advertising where we had been unable to fill the post on previous attempts. We shortlisted 72 candidates and appointed 58 of those. The Diversity Statistics are as follows:

Diversity Characteristic	All Applicants (1167)	Shortlisted (130)	Appointed (58)	Leavers (115)
Black African / Caribbean	5.9%	7.7%	1.9%	
Asian / Asian British (including Pakistani and Bangladeshi)	21%	13.1%	5.2%	
White British	60.8%	72.3%	87.7%	
Other	12.3%	6.9%	5.2%	
Male	39%	42%	47%	55%
Female	58%	58%	53%	45%
Transgender Male	.01%	0	0	0
Prefer not to define gender	3%	0	0	0
Recorded Disability	7%	7%	8.6%	

It is interesting to note that of those appointed a slightly higher percentage are male than our general population – this is similar to those recorded as having a disability. However, as can be seen, the proportion of males leaving the college is higher than the proportion of females.

Further action will be to undertake analysis on the underlying reasons why we have 26.9% of applicants who are from BME background whilst 7.1% of those appointed are from that group.

3. RECOMMENDATIONS

It is recommended that the Committee notes the contents of the report and provides any feedback to the Head of Human Resources. In addition:

- That the reporting for equality & diversity is reviewed over the coming academic year.
- That E&D Targets for 2018 onwards are developed and reported in to the Committee.
- Research is conducted into the recruitment processes and steps taken to report on reasons why our BME applicants are less well represented in the appointees.