

# Equality Statistics

31 October 2018



# Equality and Diversity Statistics – 2017-2018

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By: HR Manager

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## Our Commitment

Equality and Diversity is placed at the heart of what we do and we work actively towards eliminating discrimination, harassment and bullying because of race, ethnic origin, disability, religion or belief, gender, sexual orientation, age or any other grounds.

## Background

The report details staff and student statistics for the College by equality measures, and should be read in conjunction with the College's accompanying Equality and Diversity documentation.

## Staff Statistics

### 1. Headcount

The following points should be noted when reviewing the statistics below:

- This is the established profile at 31 July 2018.
- A number of support staff are employed in student facing roles – statistics for support staff include staff from student services, student support and business unit.
- A significant number of the academic management team also undertake teaching as part of their core hours.

Headcount	Total no. Staff 31/07/2017	Total no. Staff 31/07/2018
Management	34	34
Support Staff	216	239
Full Time & Fractional Teaching	172	167
Part Time Hourly Paid (PTHP) Teaching Staff	71	102
<b>Total</b>	<b>493</b>	<b>542</b>

### 2. Ethnicity

Figures from the 2011 Census show that 20.1 % of the Pendle and 12.6% of the Burnley population are from ethnic minority groups (lancashire.gov).

All staff are recorded on the Human Resources database against the categories used for census data. 12% of College staff (68 staff), are from ethnic minority groups. This is an increase of 3.7% from 2016-2017. The breakdown for 2017-18 is as follows:

Ethnicity	Numbers	% of Staff
White	440	77%
Asian/ Asian British	61	11%
Black/ Black British	0	0%
Chinese/ Other ethnic group	3	0.5%
Mixed race	4	0.5%
Not known	63	11%
<b>Total</b>	<b>571</b>	<b>100.0%</b>

### 3. Gender

Overall, the College population has remained similar to last year with 75% female and 25% male. There has been a slight reduction in the female population from 2016-2017 where there were 76% female and 24% male.

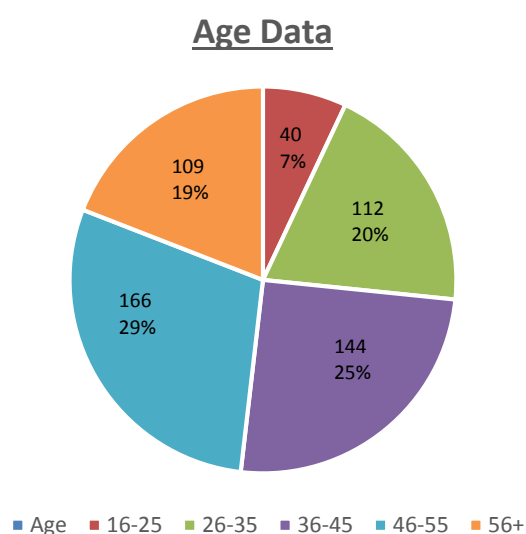
### 4. Disability

Information from staff regarding any disability is on a self-declaration basis. The fact that a member of staff has declared themselves as disabled does not necessarily mean that they are, for example, a disabled badge holder, and similarly if a member of staff does not declare themselves as disabled but has a condition that would be recognised as a disability under the Equality Act, the protections afforded by the Act would still apply.

- 2 % of all staff declared themselves as disabled; this is a slight reduction from the 3% in the previous three years.
- 1% of all staff declared 'Prefer not to say' when asked whether they consider themselves to have a disability.
- For 44% of staff it is 'Unknown' whether they consider themselves to have a disability. This is a significant increase from previous years as a result of Lancashire Adult Learning (LAL) joining Nelson and Colne College (NCC), and this information not being disclosed by Lancashire County Council (LCC).

### 5. Age

The age profile of the College is detailed in the pie chart below. The highest proportion of staff are aged between 46 and 55, with the lowest proportion aged 16-25.

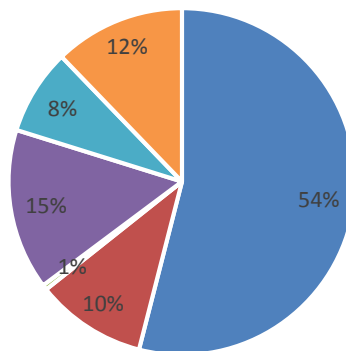


## 6. Religion or Belief

Data collected reflecting this characteristic is limited and, again, this is reflective in part of the lack of data provided to us when Lancashire Adult Learning joined.

The pie chart below highlights the data collected pertaining to religion and belief. There is a large portion of this data that is unknown, however for those staff who have provided us with this information the picture is as below with the majority of respondents identifying as Christian, and the second highest reporting no religion.

**Religion and Belief**



■ Christian ■ Muslim ■ Buddhist ■ No Religion ■ Other Religion ■ Prefer Not To Say

## Student Statistics

The statistics below reflect the whole student cohort for 2017-18. This includes enrolments for courses across both Nelson and Colne College and Lancashire Adult Learning.

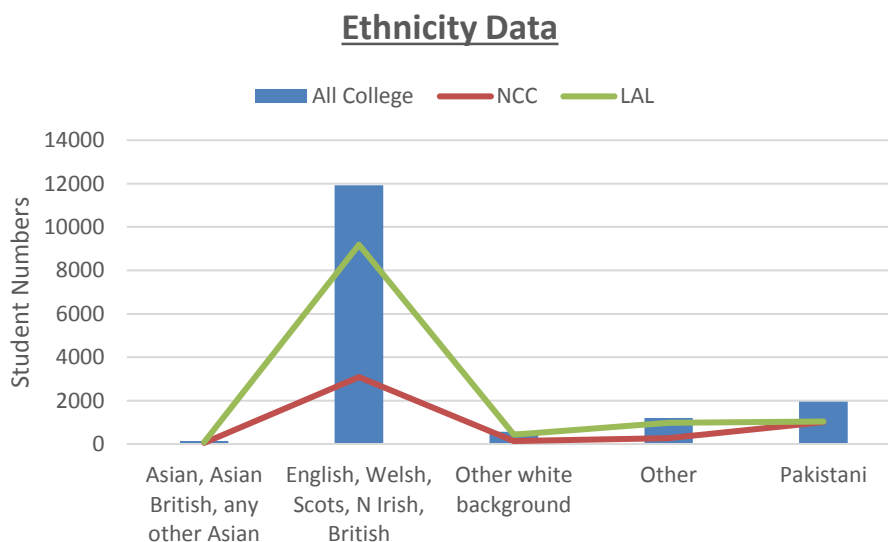
### 1. Headcount

Below is a summary of whole College enrolments for the academic year 2017-2018. The total headcount is less than the sum of the enrolments for main site and Lancashire Adult Learning. This is due to the fact that a number of students are enrolled on both courses delivered at main site and by Lancashire Adult Learning.

Headcount	2017-2018
Enrolments for main site courses	4551
Enrolments for Lancashire Adult Learning	11712
<b>Total</b>	<b>15772</b>

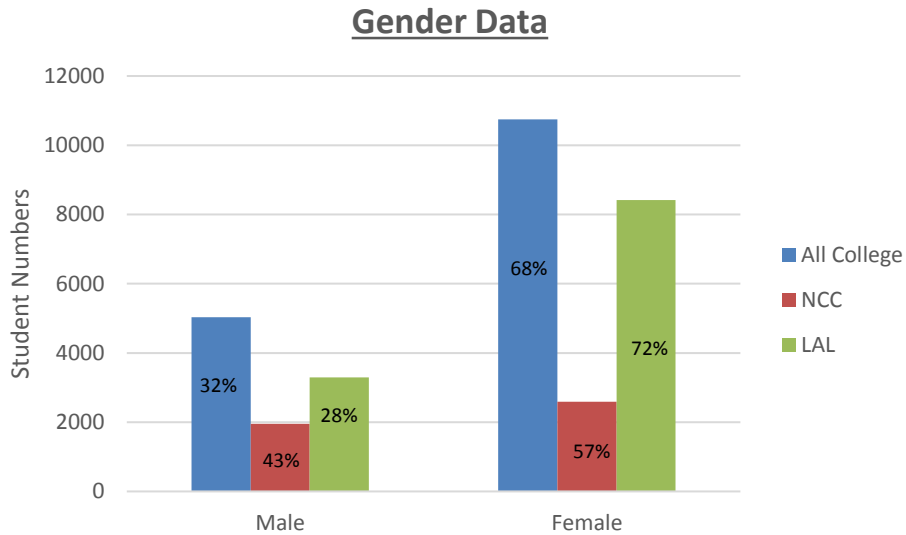
### 2. Ethnicity

A graphical depiction of our students' ethnicity data is provided below. Regardless of the type of course studied, the percentage per ethnic group remains relatively similar with the highest percentage attended by individuals who identify as British.



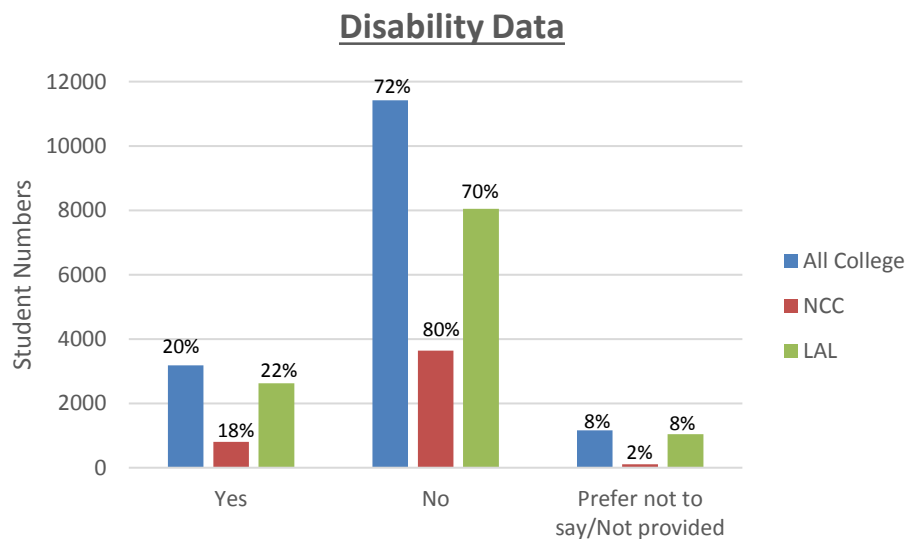
### 3. Gender

The whole College split is 32% male, 68% female. This is impacted greatly by LAL who have a significantly higher predominance of female students.



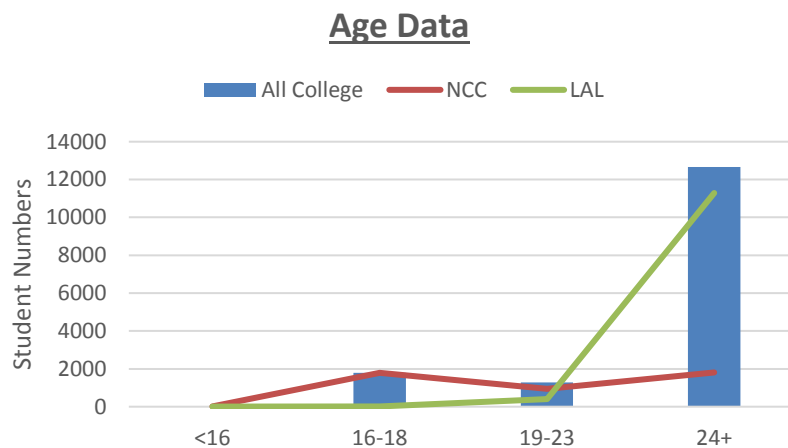
### 4. Disability

The graph below highlights the student population across the whole of the College who identify as having a disability. As can be seen, the percentage of disabled students remains relatively consistent across the entire student cohort, regardless of whether they're attending a course delivered by LAL or main site.



## 5. Age

This characteristic has seen the greatest change. As can be seen from the graphs below the highest number of students enrolled now fall into the 24+ age bracket. This has been impacted not only by the addition of LAL (who focus on adult and community education), but also by the apprenticeship levy, and the introduction of HE courses delivered on main site. Interestingly, when considering main sight figures in isolation, there's a marginally higher proportion of learners in the 24+ age bracket (40%) than in the 16-18 age bracket (39%) as might first have been expected.



## 6. Sexual Orientation and Religion or Belief

Data is not requested for students on sexual orientation or religion or belief. The College is monitoring the approach adopted across the sector.

## 7. Disadvantaged Areas

The information highlights where students enrolled live in a disadvantaged area. As can be seen, a greater proportion of our students don't live in a disadvantaged area, but this figure is greatly impacted by the cohort of students from LAL. NCC students still have a higher prevalence of students living in disadvantaged areas than those who don't.

