

MACCLESFIELD COLLEGE

Equality and Diversity Annual Report 2015-2016

1. **Introduction**

- 1.1 The College continues to make substantial progress in evidencing its commitment to advancing its statutory duties as defined in the Equality Act 2010.
- 1.2 This has been accomplished through ensuring that the College meets and exceeds its legal duties under the three aims of the Public Sector duty, namely:
- promotion of equality of opportunity,
 - fostering of good relations within the communities that we serve and
 - elimination of harassment, victimisation and discrimination at all levels.
- 1.3 The responsibility for delivering these aims has been underpinned through the College's Corporate Strategic Plan, HR Strategy, Equality and Diversity Action Plan, College Policies and Procedures and is supported by current statutory legislation and industry best practice.

2. **Accountability**

- 2.1 In ensuring the accountability of 'fair and equitable practices' equality and diversity values are embedded within all core business activities and mainstreamed through all aspects of our service provision and are clearly evidenced in the College's relationships with its community partners.
- 2.2 With regard to the College's Equality and Diversity Action Plan & Equality Policies and Procedures these are annually reviewed and approved by the Corporation. Enactment is then monitored termly by the Equality and Diversity Management Group.

3. **Monitoring of equality data**

- 3.1 A key part of quantifying our equality commitment is to monitor our employee profile. Monitoring and analysis of staff data is critical as it enables the profile of the College workforce to be bench-marked against the local borough population, identifying any gaps which may need positive action, and informing and developing:

- The Corporate Strategy and HR Strategy
- The College's Equality Objectives
- Employment Policy and Practices which attract and retain the very best staff and learners
- Fair and equitable recruitment practices and
- Training and Development frameworks to support staff and promote a positive working and studying environment where everyone has the opportunity to achieve their potential

3.2 Central to the strategy for effective equality monitoring of staff data is the termly notification sent by HR to encourage staff to confidentially record on the CIPHR system their equality information. At this time detail is provided regarding how the College will use the anonymous information to collate more quantifiable, measurable data to enable trends to be identified, gaps to be recognised and appropriate action taken. To assess the staff compliance with this request staff are invited to indicate if they do not wish to provide their equality data.

4. **2016-2017 Equality Initiative**

4.1 On the 2 November 2016, the new 'Disability Confident Scheme' was launched replacing the 'Positive About Disabled People (√√) symbol.'

The new scheme comprises of three levels:

- Disability Confident Committed – Level 1
- Disability Confident Employer – Level 2
- Disability Confident Leader – Level 3

4.2 The new government scheme is aimed at halving the disability employment gap by making the business case for employing more disabled people and ensuring that they have opportunities to fulfil their potential.

4.3 The College has successfully been awarded in recognition of its commitment as a disability confident employer both Level 1 and 2 and displays a certificate of accreditation in the College Rotunda. The symbol is also promoted within all Marketing materials for the next academic year and on new College HR Policies and Procedures and all recruitment documentation.



- 4.4 In demonstrating its commitment to achieving Level 3 status the College will be recognised as a 'Disability Confident Leader' s and will have confirmed on the Government website, its status as a beacon of excellence for 3 years.

Equality Act Public Sector Compliance Report

1. Local Area Profile

- 1.1 The Annual Census (2011) reported that the proportion of Cheshire East residents who classed themselves as White British was 93.6% with less than 2% of the population representative of minority ethnic groups.
- 1.2 Furthermore, only 1.4% of the working-age population within Macclesfield were recorded as unemployed during the reporting year which compared favourably with regional figures for the north west of 2.4% and nationally 2.2%.
- 1.3 With regard to recorded long term health/disability 17.5% Cheshire East residents were at the time of the census receiving government support/care.

2. Staff Profile

- 2.1 As at the end of the academic year, our staffing compliment, (comprising of permanent, fixed term, PTHP staff) totalled 167. Teaching staff 80, Business Support staff 87.

2.2 Gender

The College gender profile is primarily female (66%) which is indicative of the wider FE sector where two thirds of staff are female. This statistic is partly associated with enhanced opportunities to undertake part-time working. Nationally within the FE sector over 60% of contracts are part-time.

Separately, of note and aligned to the wider FE/HE sector there currently exists a lower representation of female staff within the Aerospace, Engineering and Construction Professions.

2.3 Ethnicity

- 2.3i During the last reporting year, the College has reviewed its recruitment approach and extended the scope of its advertising media and has also worked closely during the summer with a new recruitment partner. This revised approach is now attracting an increased level of applications from ethnic minority groups.

2.3ii In the reporting year, the figures are too low to accurately report and identify any trends.

2.3iii In Cheshire East 3.72% of the population are black or minority ethnic heritage (Source: Office of National Statistics) Total staff data to inform of trends in this protected characteristic are too small at the time of reporting.

2.4 **Sexual Orientation & Gender Reassignment**

Data to inform of trends in respect of these 'protected characteristics' is too small to report on.

2.5 **Religion**

The College is unable to report accurately on trends as 50% of staff have elected not provide this information at this time.

2.6 **Marriage and Civil Partnership**

Data to inform of trends in respect of these 'protected characteristics' is too small at the time of reporting to inform.

2.7 **Disability**

2.7i Employees are invited at the point of entry to the College to disclose if they consider themselves to be disabled. During employment a programme of Occupational Health support to assist and support staff with changing medical circumstance or in the management of advised disabilities is provided in partnership with HR and management.

2.7ii The provision of data on disability is sensitive, as employees may decide not to share their disability status. However, the College is confident that all policies and procedures are equitable and fair across all protected characteristics

2.7iii The College is proud to have been awarded the new 'Disability Confident Leader' standard in recognition of its ongoing commitment to advancing equality of opportunity for disabled staff and fostering a culture of inclusiveness.

2.8 **Pregnancy and maternity/paternity leave**

2.8i The College promotes its commitment as a 'flexible working employer' during the recruitment process by displaying the 'Happy to talk flexible working' logo.

2.8ii During the academic year 6 female staff have taken maternity leave and 2 male staff have taken paternity leave. At the time of reporting all requests for flexible working upon returning to work have been approved.

2.8iii Pregnancy risk assessments are undertaken to support all staff and OH Advisory support provided as appropriate following and upon returning to work to ensure the appropriate 'reasonable adjustments' are in place to assist the employee's health and well-being.

3. **Equality and Diversity Mandatory Training**

- 3.1 Upon commencement with the College all staff and volunteers are required to complete the ACAS Equality and Diversity e-learning certificated e-learning module. At the close of the reporting year 100% of staff had completed their certificate.
- 3.2 During induction the College's Strategic commitment to Equality and Diversity is discussed at induction and is embedded by a suite of associated policies.
- 3.3 Staff are also informed of the Equality & Diversity Learner Wheel which complements the strategic commitment and which underlines the learner experience.
- 3.4 Throughout the academic year ongoing bespoke equality training and support is provided to equip staff with the skills, knowledge and confidence to apply equality and diversity in all aspects of their role within the College.