

Equality and Diversity Statement

Macclesfield College respects and values the social and cultural diversity of its learners and employees by seeking to ensure that all have the opportunity to participate fully and achieve their potential irrespective of any of the following Equality Act 2010 'protected characteristics'.

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In achieving this objective, Macclesfield College is committed to promoting the three aims of the Public Sector Duty and has in the performance of its corporate responsibilities due regard to the need to;

- **Eliminate unlawful discrimination, harassment and victimisation** and any other conduct prohibited by the Equality Act 2010
- **Advance Equality of Opportunity** between people who share a protected characteristic and people who do not share it; and
- **Foster good relations** between people who share a 'protected characteristic' and people who do not share it.

The College achieves the aims of the Public Sector Duty by:

- Providing a learning and work environment which is inclusive
- Ensuring all policies, procedures and the design and delivery of the College services are free from discrimination and are appropriately monitored to respond to the diverse needs of all learners, employees and the wider community

- Promoting awareness of each of the Equality Act 'protected characteristics'
- Investigating any staff and learner concerns
- Promoting a culture within the College that promotes 'positive' behaviours by staff and learners

Employment Information 01.04.2013 -31.08.2013

Macclesfield College collates data on each of the nine characteristics protected under the Equality Act 2010 as part of its commitment to the attainment of the three aims of the Public Sector Duty.

Applicants

As an equal opportunities employer, Macclesfield College values diversity and intends that no applicant, employee or user of its services shall receive less favourable treatment on the grounds of any of the Equality Act 2010 'protected characteristics' and offending background (subject to the appropriate enhanced Disclosure Barring Service check) or be disadvantaged by conditions or requirements which cannot be shown to be otherwise justified.

The College also aims to encourage applications from a diverse range of candidates who identify with any of the protected characteristics. Every recruitment advert carries the sentence 'The College is committed to equality of opportunity and welcomes applications from all sections of the community, particularly from members of ethnic minority groups'.

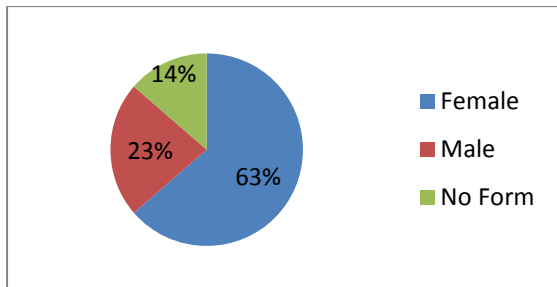
Employees

Employment Statistics

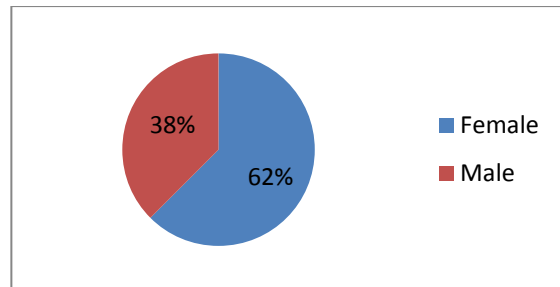
The following summary presents the findings from an analysis of employment data for the period 01.04.2013 – 31.08.2013.

Staff by Gender

The Colleges gender ratio for business and academic staff is representative of the findings advised in the LSIS Further Education College Workforce Data for England June 2013 report. This informed that 63.5% of staff were female and 36.5% were male.



Gender of Academic Staff appointed – appointed – for the period 01.04.2013 – 31.08.2013



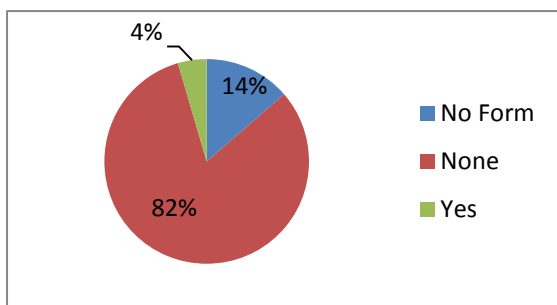
Gender of Business Support Staff for the period 01.04.2013 – 31.08.2013

Staff by Disability

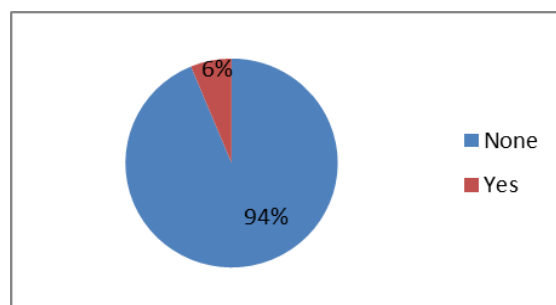
The College includes an equality statement and displays the ‘Positive about Disabled People’ symbol in all recruitment documentation.

The College in accordance with the commitments of the ‘Positive about Disabled People’ symbol operates a ‘guaranteed interview scheme’ for applicants who advise that they are disabled and who meet the minimum criteria for a post.

At interview auxiliary aids or other forms of assistance are provided to assist applicants.



Appointed Academic Staff advising of a ‘Disability’ – for the period 01.04.2013 – 31.08.2013



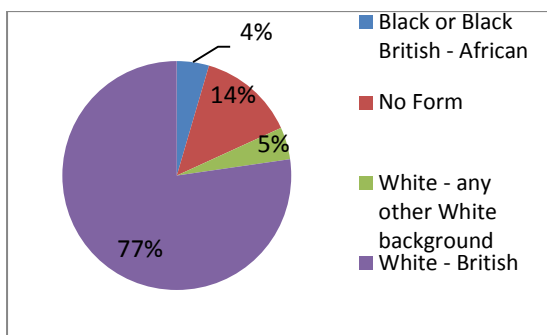
Appointed Business Support Staff advising of a ‘Disability’ for the period 01.04.2013 - 31.08.2013

The College is committed to employing, keeping and developing the abilities of staff who are, or who become disabled.

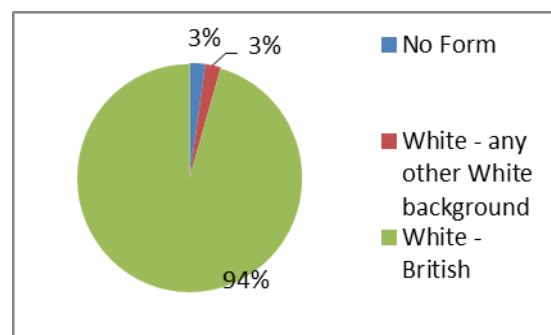
In circumstances where an employee's health changes the College with the support and guidance of its Occupational Health provider will make 'reasonable adjustments' and consider alternative options which could include a change of duty both on a temporary/long term basis and amendment to contractual hours.

Staff by Ethnicity

In Cheshire East 3.72% of the population are of black or minority ethnic heritage (Source: Office of National Statistics) This percentage is reflected within the staffing composition of the College's workforce.

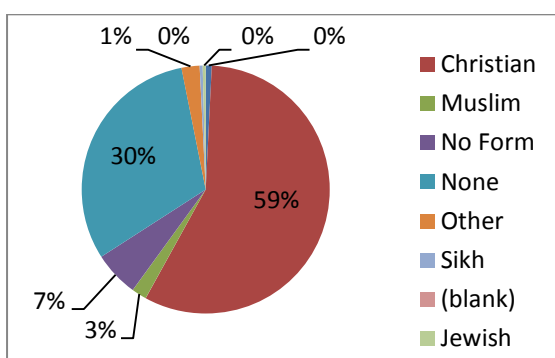


Appointed Academic staff 'Ethnicity' – for the period 01.04.2013 - 31.08.2013



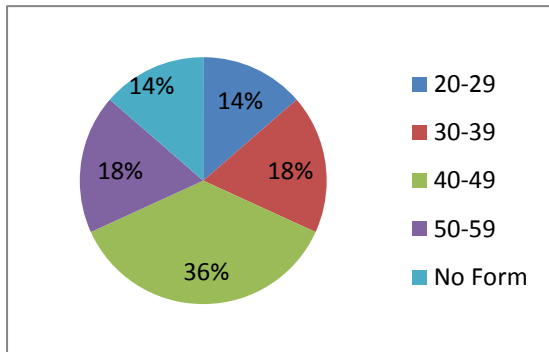
Appointed Business Support Staff 'Ethnicity' for the period 01.04.2013 - 31.08.2013

Staff by Religion/Belief

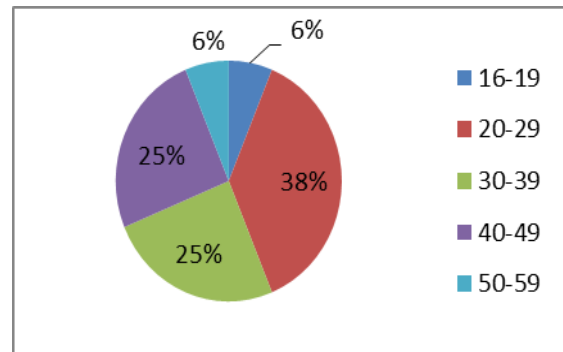


Total Appointed Business Support & Academic staff religion /belief - for the period 01.04.2013 – 30.08.2013

Staff by Age



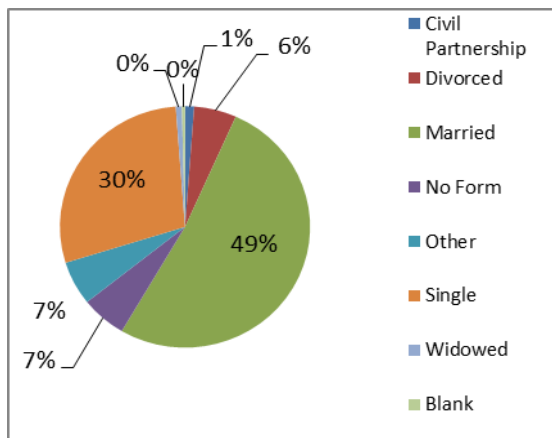
Appointed Academic staff by 'Age' for the period 01.04.2013 - 31.08.2013



Appointed Business Support staff by 'Age' for the period 01.04.2013 - 31.08.2013

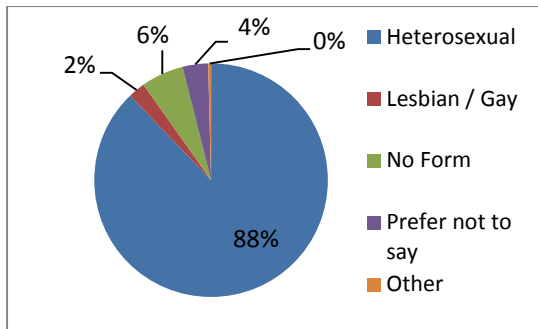
The average age of Academic staff falls within the age range 40-49 years which is reflective of the findings arising from the LSIS Further Education College Workforce Data for England June 2013 report. However, overall the College age ratios are diverse.

Marriage and Civil Partnership



Total Appointed Business Support & Academic staff marital and civil partnership status for the period 01.04.2013 - 31.08.2013

Sexual orientation



Total Appointed Business Support & Academic staff sexual orientation - for the period 01.04.2013 – 30.08.2013

The College has recently held discussions with Stonewall regarding becoming a Diversity Champion member.

Gender re-assignment

The College recognises that this is an extremely sensitive area and will liaise with staff to ensure that all appropriate forms of support are provided to individuals who have, or who are transitioning.

For applicants applying to work at the College the College 'Safer Recruitment Policy' provides guidance of the approach to apply in respect of applying for a Disclosure Barring Check.

Pregnancy & Maternity

All staff preparing for and returning from maternity and paternity leave are provided with advice and support by Human Resources and College management and as appropriate by Occupational Health and the Colleges Health and Safety.

During the reporting period one period of maternity leave and one period of paternity leave have been taken.

Flexible working for staff returning from maternity leave is available. During the period 01.04.2013 – 31.08.2013 one application was received and approved.

Equality & Diversity Training and Development

All employees are afforded equal access to training and development.

To ensure training and development opportunities are accessible to all, consideration is given to how the training may be offered flexibly through making reasonable adjustments i.e. coaching, mentoring, provision of bespoke training materials, additional equipment.

Applications for Flexible Working

3 applications for flexible working during the reporting period were received, 1 from a male member of staff and 2 from female members of staff. Each of the applications were approved.

Grievance and Disciplinary Issues

There were no grievance and disciplinary issues relating to equality during the reporting period.