

# WKC People

## Workforce Equality Report As at 31 July 2011

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### 1. Introduction

Each year the College produces WKC People, a summary of HR trends and data. The report has been well received in the past, but due to reporting timeframes has not kept pace with structural changes within the College, meaning that detailed reports were out of sync with the current management and reporting structures.

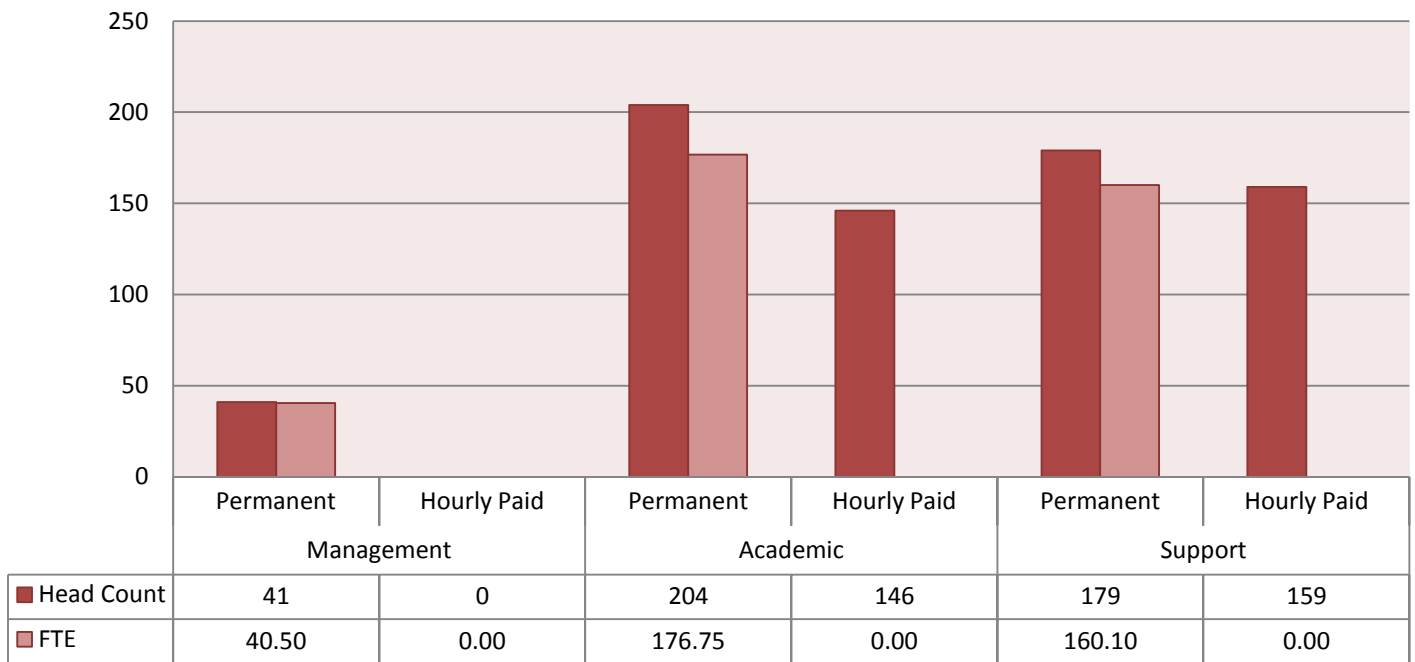
In 2011/12 we are proposing to split the current report into four, to be produced quarterly. The four reports will be:

- Workforce/ equality
- Sickness and casework
- Turnover and recruitment
- Pay and grading spread

At the end of the summer term, all four reports will be collated into a single report. The first report, attached, covers workforce/ equality.

## 2. Current Profile and Comparative Analysis

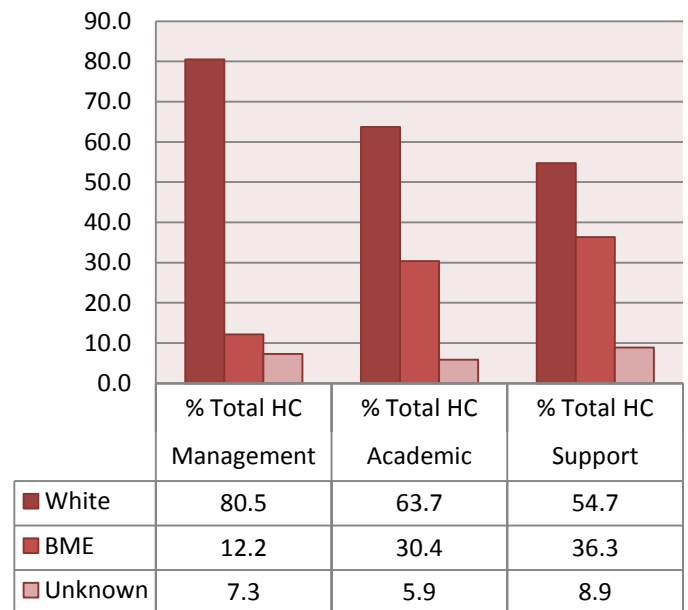
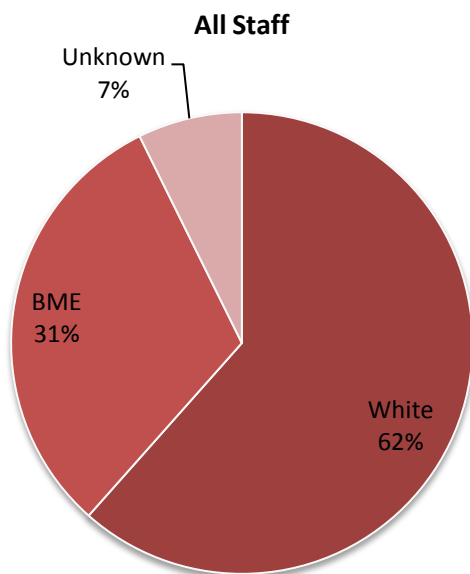
### 2.1 All Staff



The College employs fewer permanent staff than in 2009-10: 424 (377.35 FTE) down from 487 (431.8 FTE). This reduction in staffing reflects the major restructures that have taken place during this period.

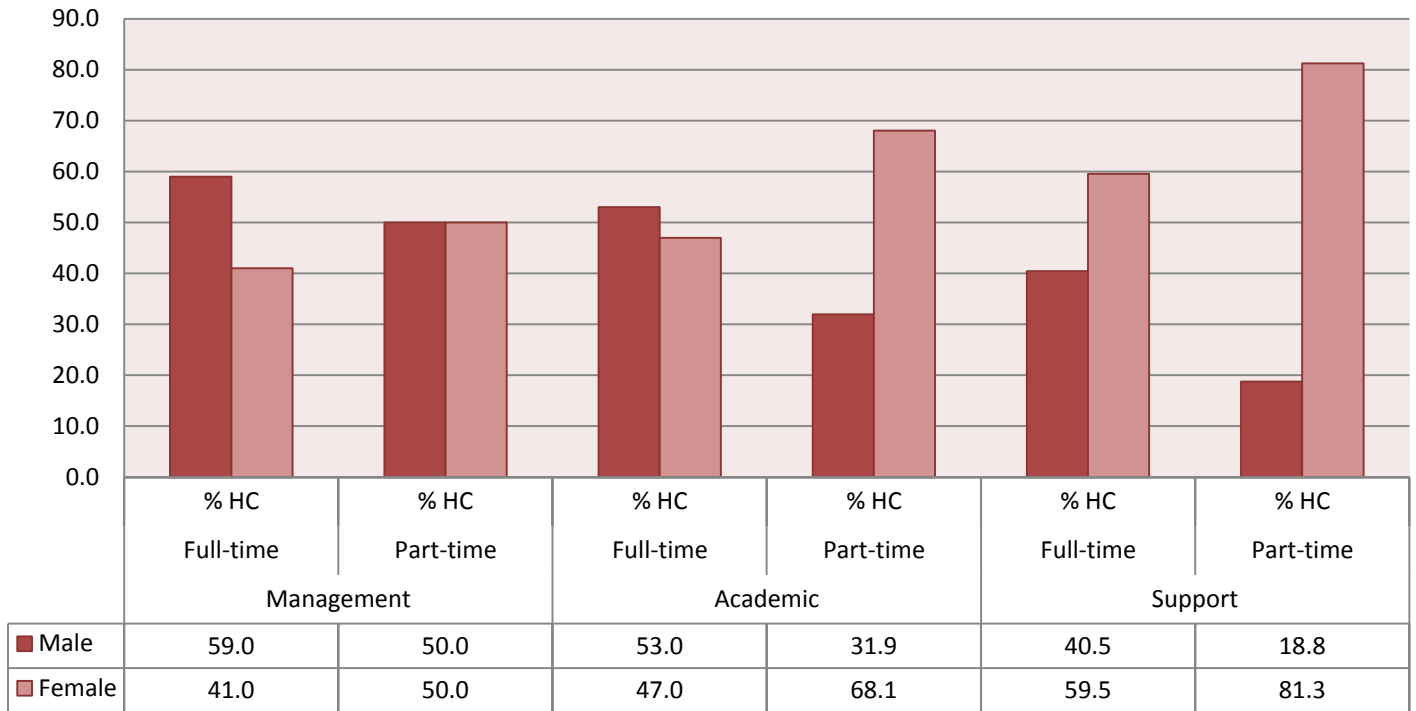
The numbers of staff employed on hourly paid contracts is now 305, compared to 217 in 2009-10. This increase is explained by new arrangements introduced in February 2011 to include hourly paid staff sourced through an agency on the College payroll. Although exact comparisons are difficult, there is no strong evidence of a shift in resourcing from permanent to hourly paid staffing.

### 2.2 Ethnicity



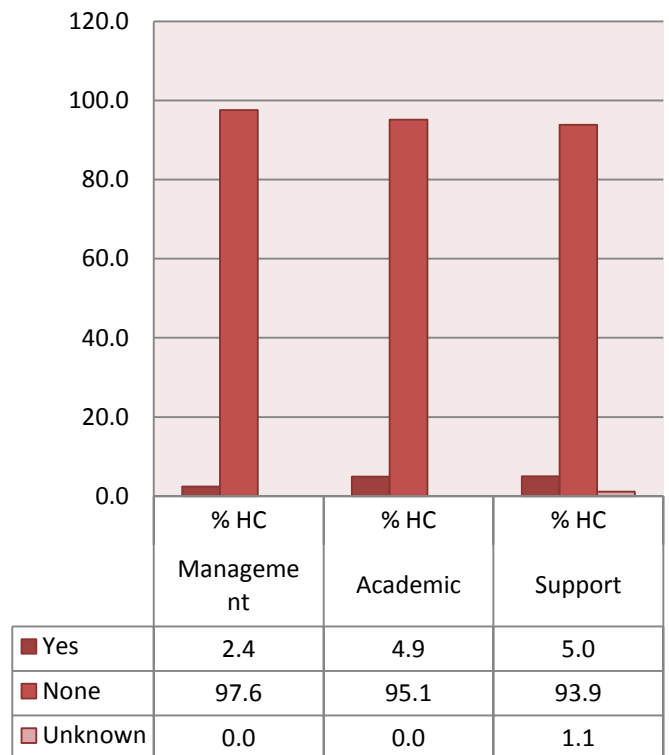
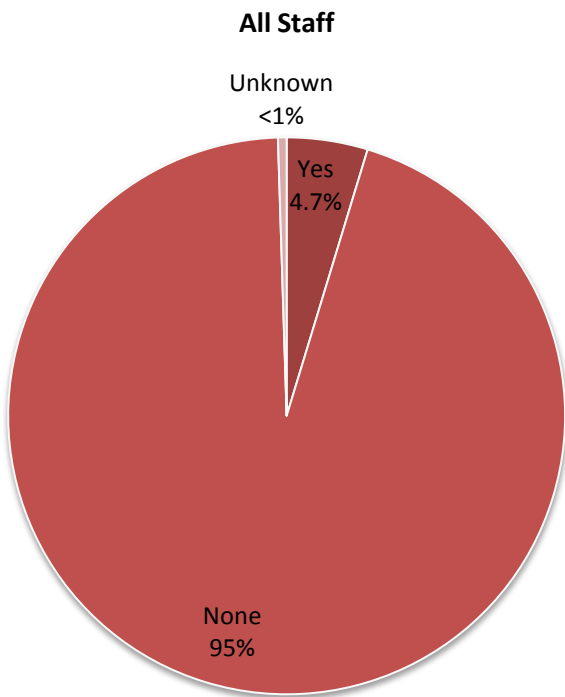
31.1% of staff are from BME groups, which has reduced slightly from last year (32.6%). The support category is the most ethnically diverse (36.3% BME), whilst the management category is the least ethnically diverse (12.2% BME). This is consistent with last year.

### 2.3 Gender



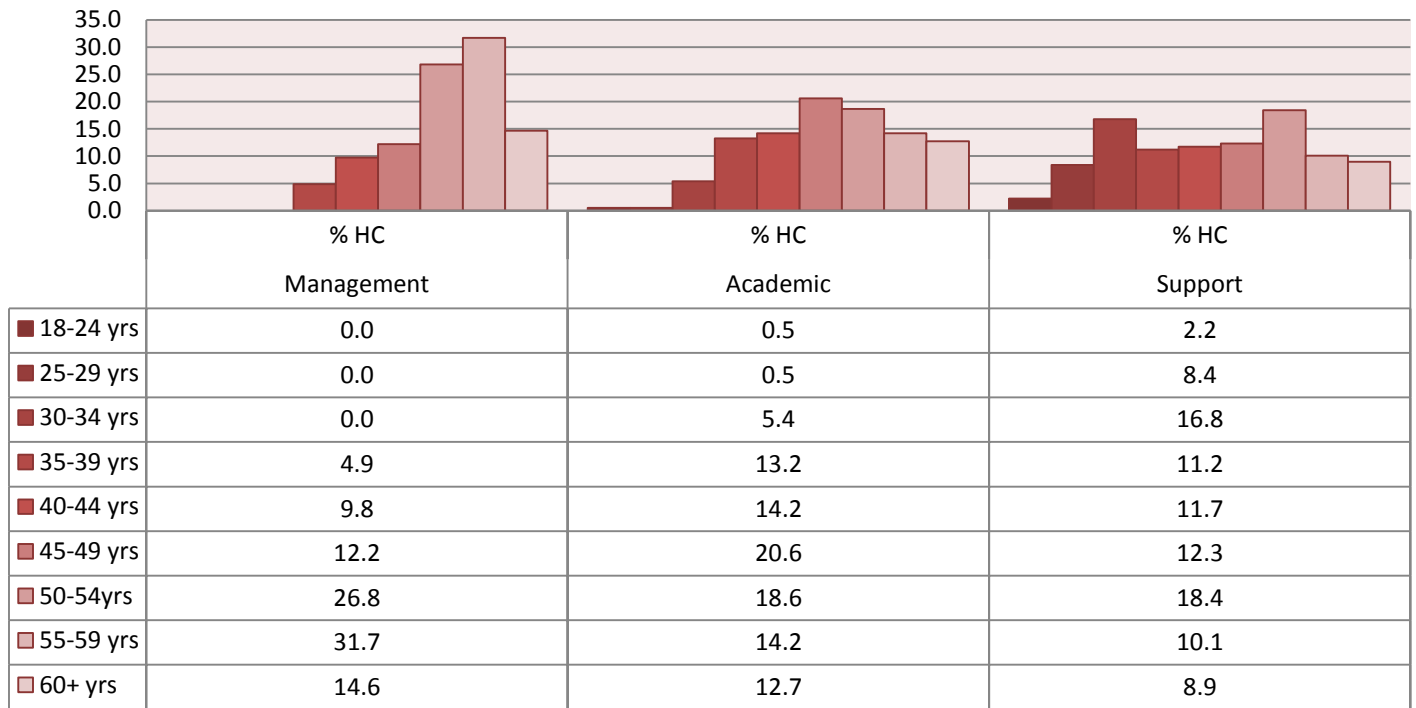
WKC follows the national pattern within FE of employing more women (57.8%) than men (42.2%), and this is consistent with previous years.

### 2.4 Disability



4.7% of WKC staff report that they have a disability, down from 5.1% last year.

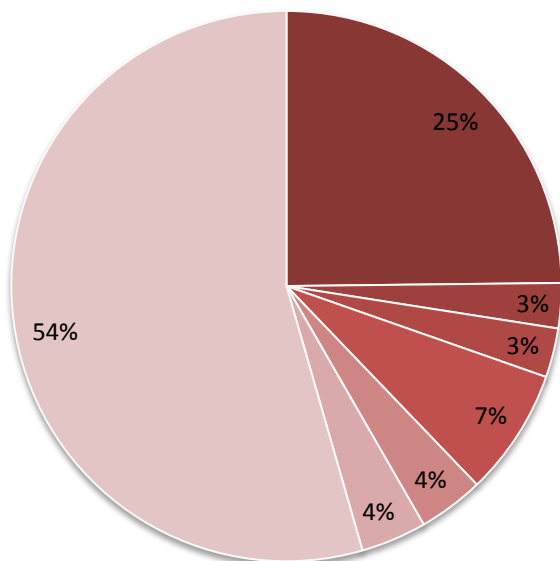
## 2.5 Age



73.8% of employees are aged 40 years and over, and this is similar to last year (73.1%). 44.8% of employees are 50 years and over, compared to 42.9% last year.

## 2.6 Religion/ Belief

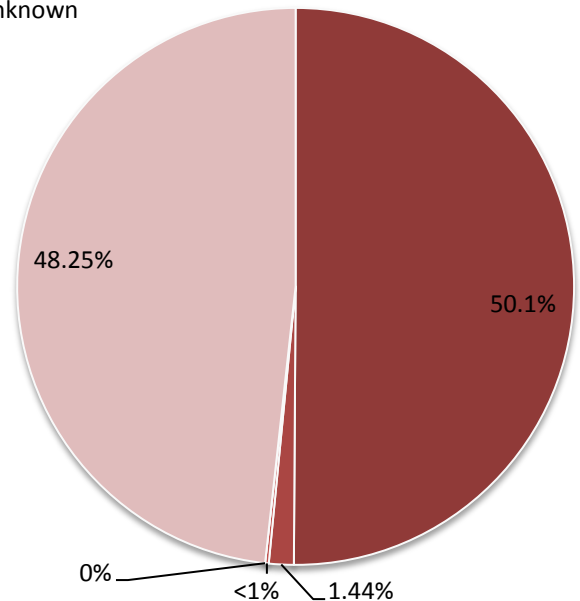
■ Christianity ■ Hinduism ■ Islam ■ Atheism  
■ None ■ Other ■ Unknown



0% - Bahai, Jainism, Rastafarianism, Shinto.  
 <1% - Judaism, Paganism, Sikhism, Taoism, Buddhism, Zoroastrianism.

## 2.7 Sexual Orientation

■ Heterosexual ■ Gay/ Lesbian  
■ Bisexual ■ Transexual/ Gender Reassignment  
■ Unknown



A large proportion of employees (54%) have chosen not to disclose their religion to the College. Of those who did disclose 25% are Christians, 7% are Atheists, and 4% of employees practice another religion to those listed. These findings are consistent with previous years.

Currently 1.65% of employees are gay, lesbian or bisexual, which is comparable to previous years (1.7% last year and 1.8% in 2008-09). Similar to last year, we do not have sexual orientation details for a large proportion of staff (48.25%).

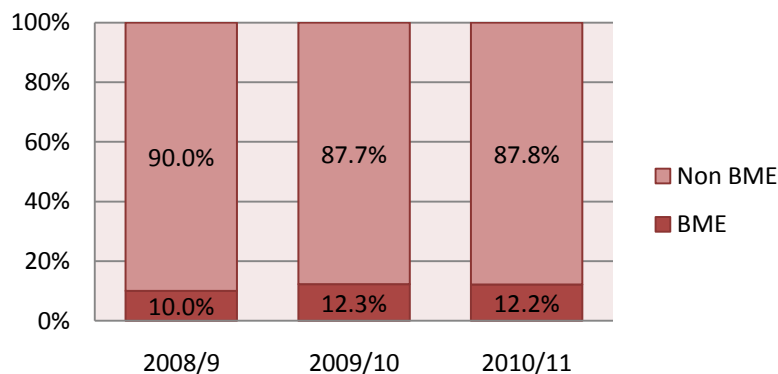
### 3. Positive Indicators

- At 31.1%, the overall representation of BME staff in the workforce continues to compare favourably to the local population (26.9%). In comparison to the national FE college average of 8.5% the overall representation of BME staff at WKC remains high.
- In comparison with other FE colleges (3.2%) the overall percentage of staff reporting that they have a disability is high.
- WKC leads other FE colleges by collecting monitoring data for all protected characteristics as defined under the Equality Act 2010.
- The College has broadened the range of employment opportunities by engaging hourly paid staff directly onto payroll. This has also given the College the opportunity to engage a broad range of staff in a diverse range of roles such as student ambassadors and student chefs. The early indicators are that by engaging hourly paid staff directly on payroll, this ensures a greater commitment to WKC because the College has built stronger links with these staff.

### 4. Emerging Issues

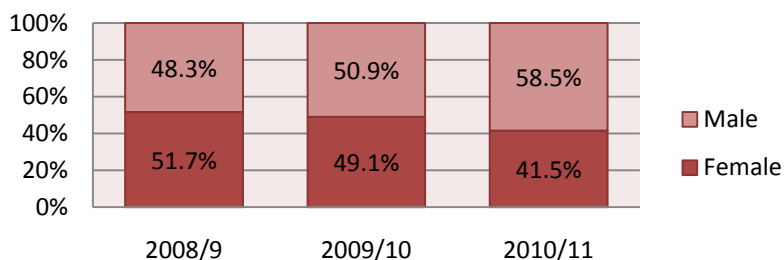
**Ethnicity:** There continues to be an under representation of BME staff (12.2%) at management level. This pattern has been consistent for a number of years.

Management composition by ethnicity -  
3 year trend



**Gender:** The management contract type continues to be the only one that employs more men (58.5%) than women (41.5%). This trend has worsened over the past 3 years.

Management composition by gender -  
3 year trend



**Age:** WKC continues to have an aging workforce. The College's staff population is older than that of the national FE college average and the local population. Furthermore, the highest proportion of employees fall within the age group 50 to 54 years (19.3%) for the second consecutive year, and this has increased from 17.2% last year.

**Disability:** Representation of disabled staff is declining year on year. It was 5.1% last year, 5.4% in 2008-09, and 6.2% in 2007-08.

**Sexual Orientation and Religion/ Belief:** 54% of employees have chosen not to disclose their religion to the College, and 48.3% of staff have chosen not to disclose their sexual orientation.

**Equality Data - Hourly Paid Staff:** Hourly paid staff are currently not asked to complete equality monitoring information, so we do not currently know the composition of this part of our workforce.

## 5. Actions for 2011/12

**Age:** Legislation relating to the retirement age has recently changed, and the default retirement age has been abolished. Given WKC's increasingly ageing workforce, a new retirement policy will be developed as a priority and will be presented to the Resources Committee. The policy should enable management to engage in early discussions with staff reaching pension age, in order to determine what their plans are.

At a departmental level, managers need to work with HR to develop proposals for succession planning in their areas

**Ethnicity:** The under-representation of BME staff at management level has not changed for a number of years. As part of the College's workforce strategy, opportunities need to be made available for aspiring BME managers to engage in projects and/or undertake tasks that enhance/broaden their management experience. Support will also be provided by coaching and mentoring of aspiring BME managers. In addition they will be offered additional support during the application process for any management vacancies. These measures aim to increase the pool of potential BME managers and in turn result in an improvement in the representation of BME managers.

The Equality and Diversity Steering Committee (EDSC) will also seek case studies from other FE colleges that have successfully adopted strategies that have improved the representation of BME staff at management level. The EDSC will then consider suitable strategies for implementation at WKC.

**Gender:** At management level the College employs more men than women. In order to develop meaningful actions to address this issue it is proposed that a range of methods (focus groups, 1:1 discussions, questionnaires and workshops etc) are used to gather further information about the potential barriers that may exist for women at this level. This information will enable proposals to be developed that address any potential barriers that may exist.

**Disability, Sexual Orientation, Religion/ Belief:** Representation of disabled staff peaked in 2006 following a mass data collection exercise, and has declined steadily since then. Training and development records appear to suggest that more staff declare a disability at that stage. This may suggest that staff are not prepared to formally declare a disability. Declarations in terms of religion and sexual orientation are also low. Staff views need to be sought, in order to determine the reasons why they are not prepared to share this information. If we understand the reasons we can make adjustments to the way we collect and report data, thus improving the response rates for these groups.

**Equality Data – Hourly Paid Staff:** As a result of the changes introduced by the new agency arrangements, more hourly paid staff are now directly engaged by the College. It is proposed that from January 2012 all hourly paid staff will be required to complete an equality questionnaire, and this will significantly improve the data we have on hourly paid staff.

Evidence base:

In preparing this document, the following evidence was reviewed:

- Staff records from the HR database
- Training and development records
- 2009-10 LLUK SIR data for FE colleges in England
- 2001 census data for Camden and Westminster
- Budget 2010-11