



Cardinal Newman College
Equality and Diversity Report

The equality and diversity data for Cardinal Newman College staff detailed below was compiled using data relating to June 2022.

Declaration Rates

<u>Characteristic</u>	<u>Gender¹</u>	<u>Disability Status</u>	<u>Sexual Orientation</u>	<u>Age</u>	<u>Ethnicity</u>	<u>Religion</u>
Declaration Rate 2022	100%	96%	86%	100%	100%	96%
Declaration Rate 2021	100%	97%	83%	100%	99.7%	96%

Workforce Representation

The charts below detail the representation of various equality characteristics of staff across the College.

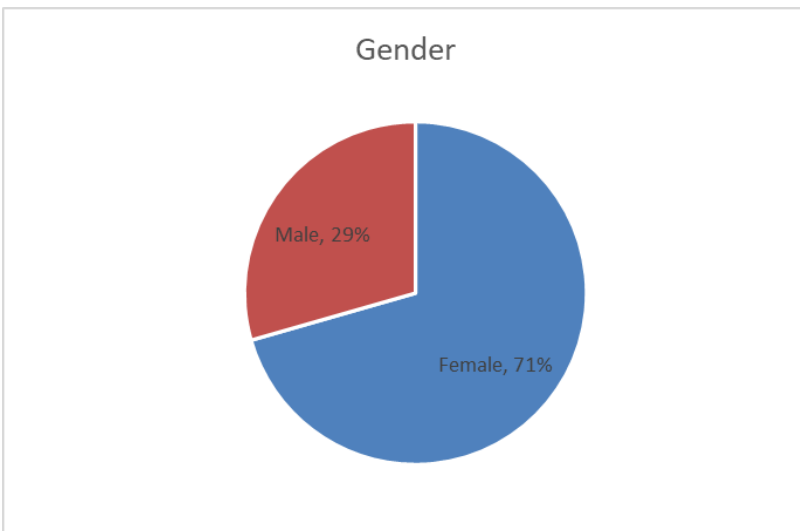


Figure 1.

The most recent School Workforce data shows that 76% of classroom teachers are female, a trend which has been consistent over time. The same data shows that 89% of support staff in Schools are female. The trend of a higher proportion of female to male employees within the college demonstrated in figure 1 is in line with the themes apparent across the sector.

¹ Gender refers to gender at birth rather than gender identity.

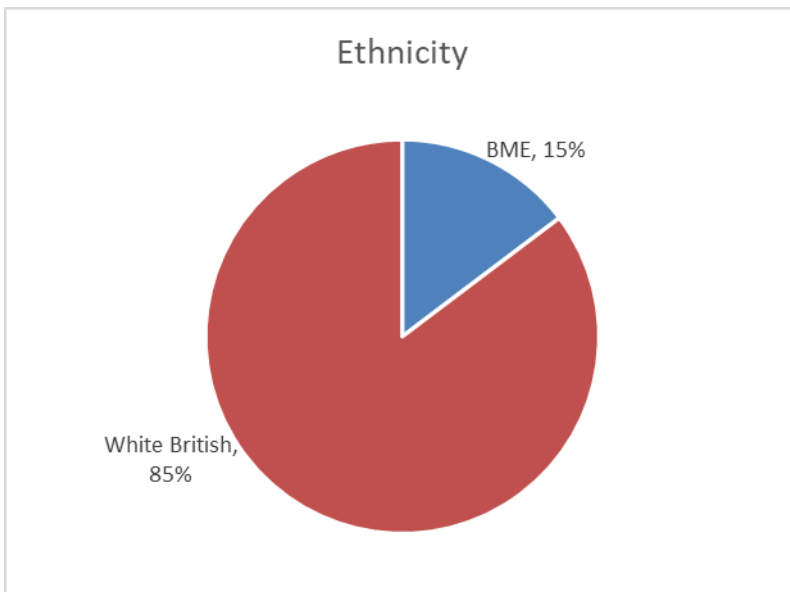


Figure 2.

BME Staff comprise 5% Indian staff, 5% White Other European staff with the remaining 5% made up of other ethnic backgrounds each with small numbers. Staff from Black & Minority Ethnic backgrounds (BME) make up 15% of the College workforce when BME residents are 10% of the Lancashire population². Of the BME staff, 39% are teaching staff and 61% are support staff. The larger proportion of BME staff within the support staff category is attributable to the fact a third of the BME staff within the college are part of the College's cleaning team.

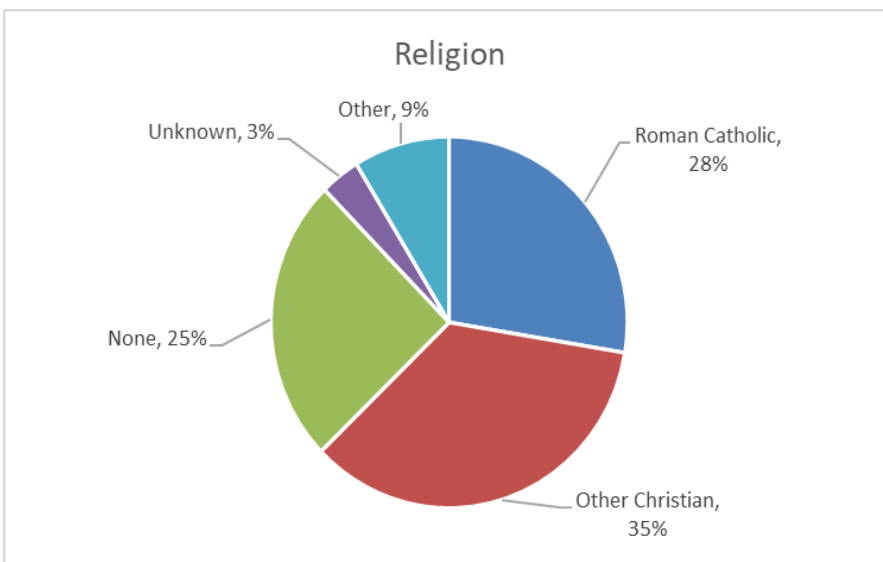


Figure 3.

Figure 3 shows that the majority of staff declared they are Roman Catholic or Christian. A quarter of staff declared that they don't hold any religious beliefs. The 'other' category includes staff who are Hindu,

² Ethnicity figures taken from the Lancashire-14 area

Muslim and Jewish and those staff who have declared a religion or belief not listed on the monitoring form.

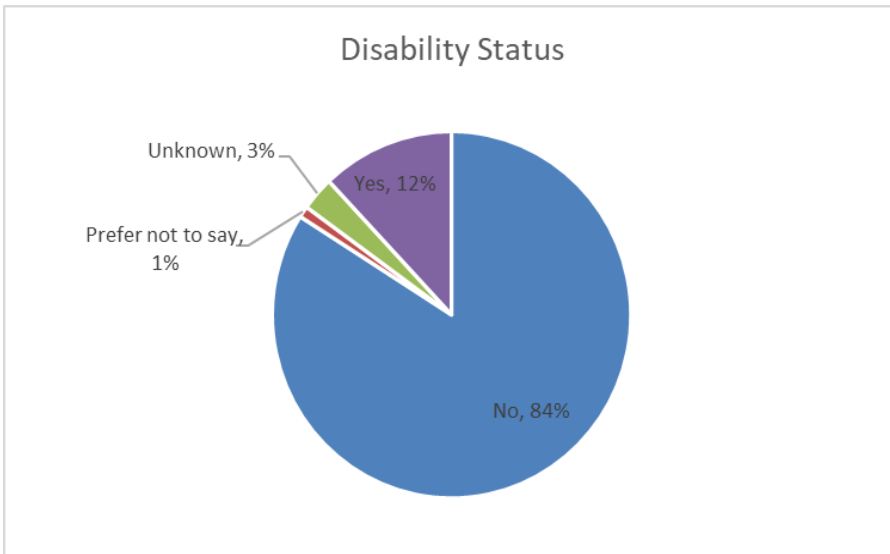


Figure 4.

Figure 4 demonstrates that 12% of staff employed at the College consider themselves to have a disability. The most recent data from the Office for National Statistics estimates that 13% of employed people are disabled and therefore the College workforce representation for disability is largely in line with the broader demographic.

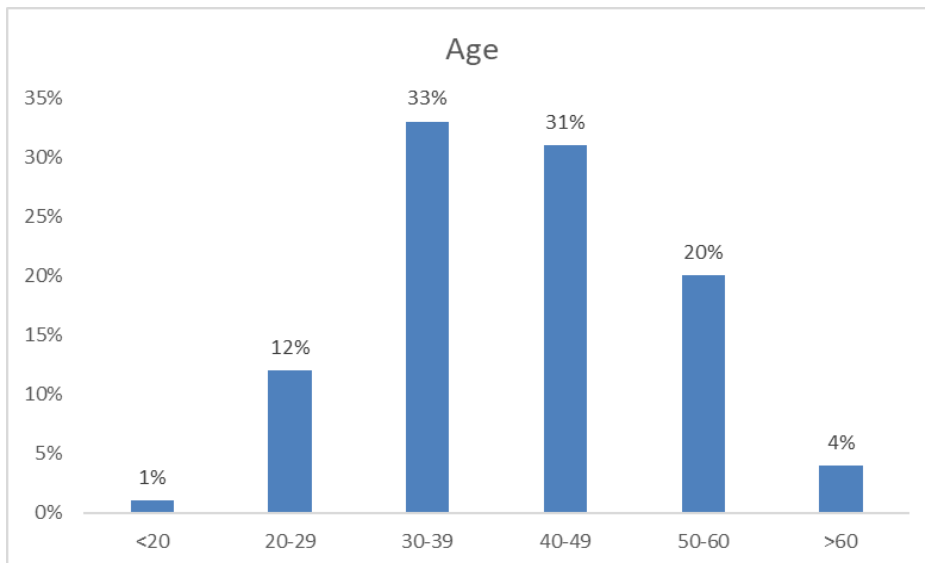


Figure 5.

Figure 5 demonstrates that there is a broad distribution of age across the College. The least concentrated age range of staff are those aged 20 years and under and 60 and over. The majority of staff fall in the age brackets between 30 to 49 which is in line with the School Workforce Census data which demonstrates 61% of Teachers are aged between 30 and 49.

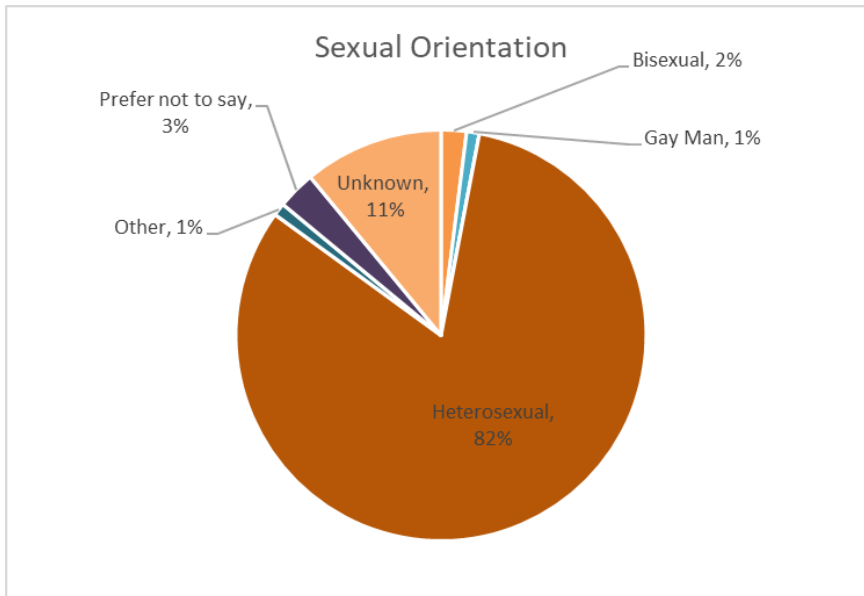


Figure 6.

Figure 6 shows that 3% of staff identify as gay or bisexual. 82% of staff identify as heterosexual. The Office for National Statistics report that the proportion of the UK population aged 16 years and over identifying as heterosexual is at 93.6%. As 14% have not declared their sexual orientation, firm conclusions cannot be drawn as to whether the college demographic is strictly in line with this.

Average salary by characteristic

The charts below analyse the average salary, as measured by the median figures, of support and teaching staff by ethnicity and disability status.



Figure 7.

Figure 7 shows the median salary of White British support staff is 7.6% higher than the overall median salary. It also demonstrates that the median salary of BME staff is significantly lower. 53% of BME support staff happen to be employed as lower paid in-house cleaners which will have some impact on the lower median figure. This has remained consistent with the previous year.

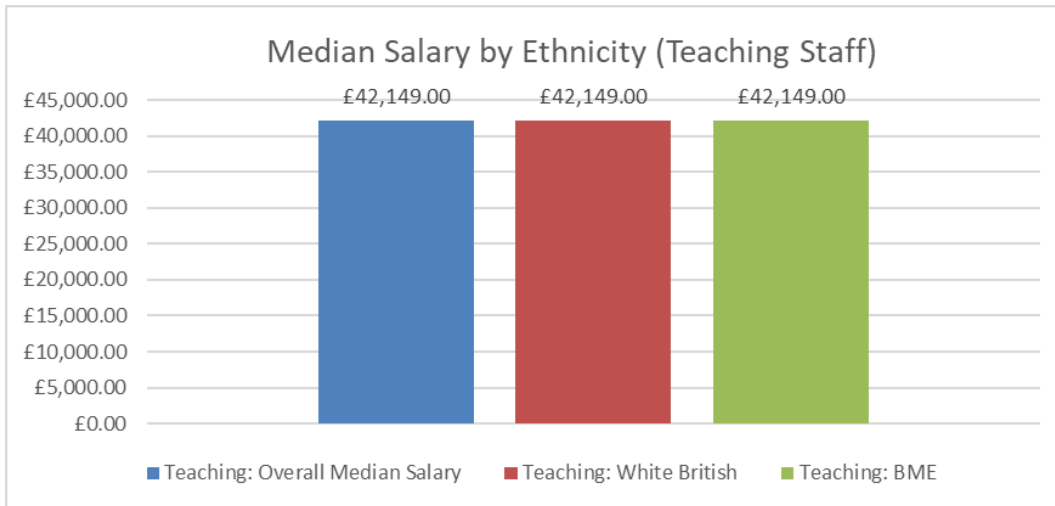


Figure 8.

Figure 8 shows that the median salary is consistent across teaching staff overall, white British teachers and BME teachers.

Average salary by Disability Status

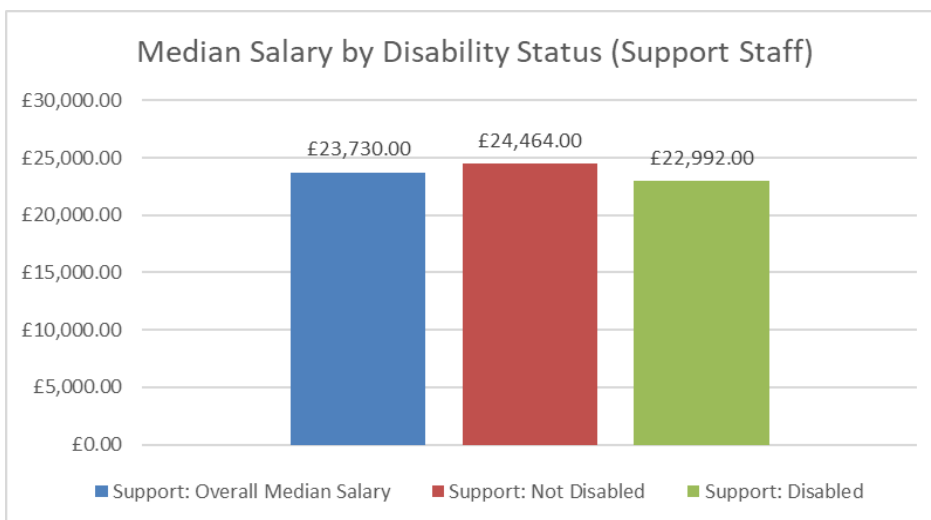


Figure 9.

The median salary of support staff who have declared a disability is 6.4% lower compared to support staff who haven't declared a disability. 12% of disabled support staff have a management responsibility, which suggests disabled staff are proportionately represented in management roles when compared to the college demographic.

When support staff salaries are split into quartiles, analysis shows that disabled staff in the lower middle quartile are overrepresented, whilst they are slightly underrepresented in the upper middle and upper quartile, when compared to all support staff. There are no clear themes which raise concerns from the data in relation to how the quartiles for support staff are distributed but the college should continue to ensure that disabled staff across the college have opportunity, and are supported if required, to apply for internal promotions or roles that become available externally.

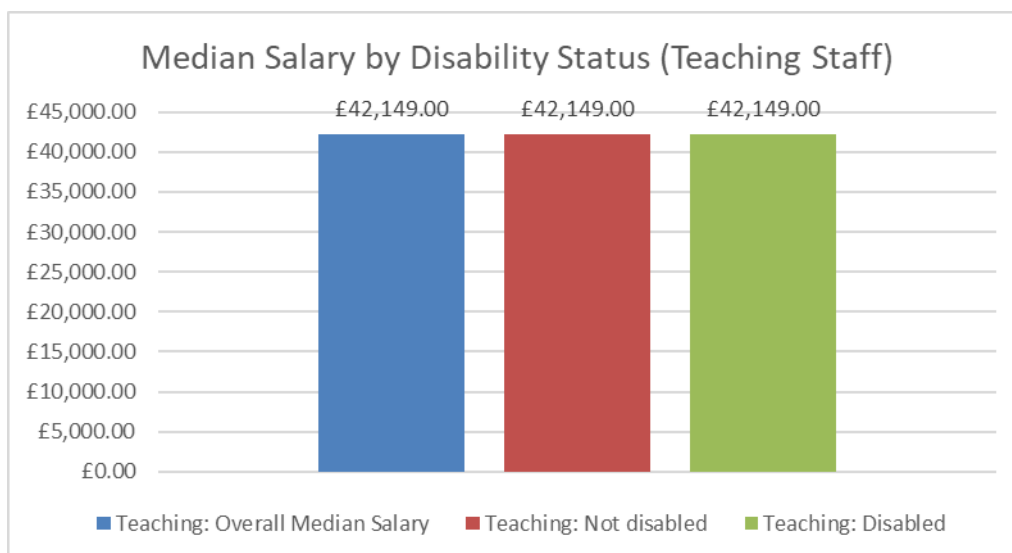


Figure 10.

Figure 10 demonstrates that the median salary is consistent across teaching staff overall, teaching staff who have not declared a disability and those that have.

Actions update

<u>Actions 2021/2022</u>	<u>Update</u>
<ul style="list-style-type: none"> Continue to ensure internal opportunities for promotion reach all members of staff. Consider emailing internal vacancies to the cleaning team personal email addresses as it is known that the team do not regularly access college emails. 	<ul style="list-style-type: none"> Internal vacancies have been advertised in the staffroom to increase accessibility as well as emailed to all staff.
<ul style="list-style-type: none"> Continue to ensure that the Staff Development Programme is updated in line with the college's and staff development needs and continue to ensure all members of staff have the opportunity to request development. 	<ul style="list-style-type: none"> This action has been achieved.
<ul style="list-style-type: none"> Continue to support the actions of the Equality and Diversity Champions and help organise relevant equality and diversity sessions for staff. 	<ul style="list-style-type: none"> This action has been successfully completed. HR continue to support the E&D team and during academic year 21/22 they organised the provision of menopause training for all staff who wished to attend. As well as this the HR team organised Mental Health First Aid training for 16 staff and continue to work with them to support them in their voluntary role as a Mental Health First Aider for staff across the college.

<ul style="list-style-type: none"> • Consider trialling blind recruitment. 	<ul style="list-style-type: none"> • This action has been achieved and the college continues to undertake blind recruitment.

Actions for 2022/2023

- Continue to ensure internal opportunities for promotion reach all members of staff.
- Continue to ensure that the Staff Development Programme is updated in line with the college's and staff development needs and continue to ensure all members of staff have the opportunity to request development.
- Continue to support the actions of the Equality and Diversity Champions and help organise relevant equality and diversity sessions for staff.
- Continue to support the Mental Health First Aid Team and facilitate communications to staff ensuring awareness of the team.
- Provide an opportunity for all staff to declare/amend equality data held on their personnel file.