

PETROC

**STAFF
EQUALITY, DIVERSITY & INCLUSION REPORT**

2024

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EDI Report 2024 (Staff)

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1. Executive Summary

This report focuses on college staff/workers and six of the nine protected characteristics of the Equality, Diversity, and Inclusion (EDI) agenda – gender, disability, ethnicity, age, sexual orientation and religion or belief.

The College positively encourages applications for employment at the College:

“We are committed to being an equal opportunities employer, always selecting staff on the basis of ability and the requirements of the post, detailed in the Person Specification.”

Having a diverse workforce is important as difference provides creativity, offers a range of perspectives, a variety of skills and talents, and inclusivity can raise morale and help with staff engagement.

The College workforce profile can be seen below:

- Gender – the College closely correlates with the FE workforce data 2022/2023 for England.
- Disability – the College profile is lower than the FE workforce data 2022/2023 for England and the Census 2021 dataset.
- Ethnicity – the College closely correlates with the Census 2021 dataset specific for the Southwest region.
- Age – the College closely matches the FE workforce data 2022/2023 for England.
- Sexual orientation – the College closely correlates with the FE workforce data 2022/2023 for England and the Census 2021 dataset.
- Religion or Belief – the College has fewer Christians and staff with no religion or belief compared to the Census 2021 data set. There was no data provided in this area in the FE workforce data for England.

2. Introduction

2.1 Terms of Reference

This report focuses on EDI data provided on 31 December 2024.

There were 662 staff included in this report. For the purpose of this report the term 'staff' includes full-time and part-time permanent staff, fixed term staff, and workers¹ engaged within the College. Staff work in both academic and support roles across the college.

This report focuses on three aspects:

- 1) The College's statistics for the workforce in terms of gender, age, ethnicity, disability, sexual orientation and religion or belief.

The statistics are captured on the Human Resource database, by the Human Resource team. The data is initially captured during the recruitment process. It is also updated when the Human Resource team are advised, e.g., an Occupational Health report declares that an employee has a disability or by the employee themselves using the self-service facility on iTrent. The Human Resource team also periodically request that staff update their personal information when changes occur.

- 2) The positive actions taken by the Human Resource team in proactively managing the EDI agenda and their impact.

- 3) The action plan to proactively manage EDI at the College.

2.2 Method of Investigation

This report has been written using:

- The knowledge of the Director of Organisational Development along with her role as secretary of the EDI committee (for staff) at the college.
- The data from the human resource database (iTrent).
- Data from:
 - The Devon 2021 Census dataset.

¹ "Workers" are people engaged at the College on a casual basis. They are not employees. They enable the College to operate a flexible workforce.

- The Further Education workforce data for England 'Analysis of the 2022/2023 staff individualised record data'.
- The Nomis Official Labour Market statistics (provided by the Office of National Statistics (ONS)).

This report encompasses the following key EDI protected characteristics – gender, age, ethnicity, disability, sexual orientation and religion or belief.

3.0 The Report

3.1 The Staff profile for 2024

Gender

There are 448 females and 214 males in the workforce.

Figure 1 illustrates the gender profile for the College workforce.

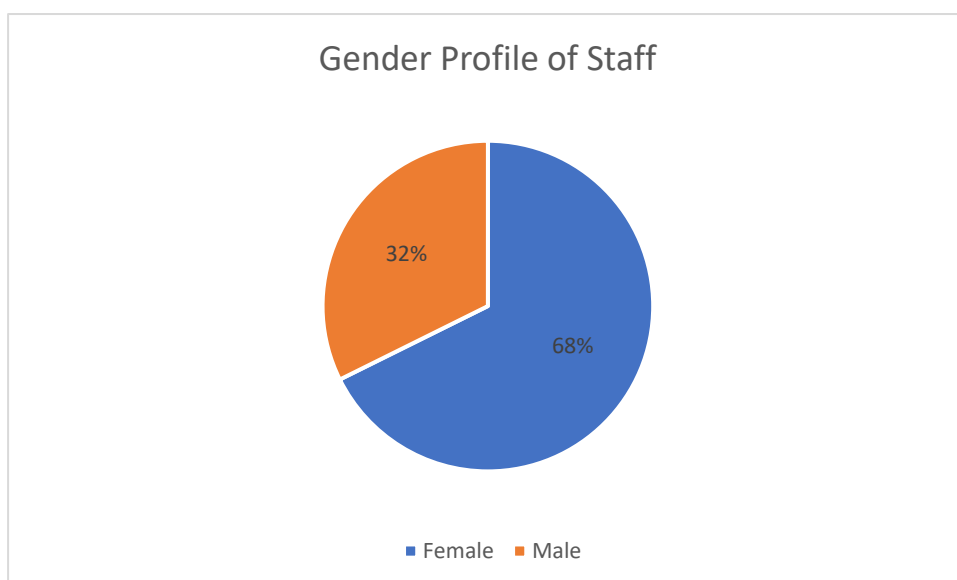


Fig.1

The College's gender profile is the same as that for 2023 and closely matches the data over the previous 5 years.

The FE workforce data for England from academic year 2022/2023 shows the gender profile for colleges in England as: female 65.2% and male 34.8%.

The College gender profile of 68% female and 32% male is closely aligned with the FE workforce data for England.

The Census for 2021 dataset shows the employed gender profile in Devon as: male 49% and female 51%.

Disability

There are currently 15 members of the workforce who have declared a disability (there were 21 in 2022 and 15 in 2023) and 647 have not declared having a disability. Figure 2 illustrates the disability profile for the College workforce.

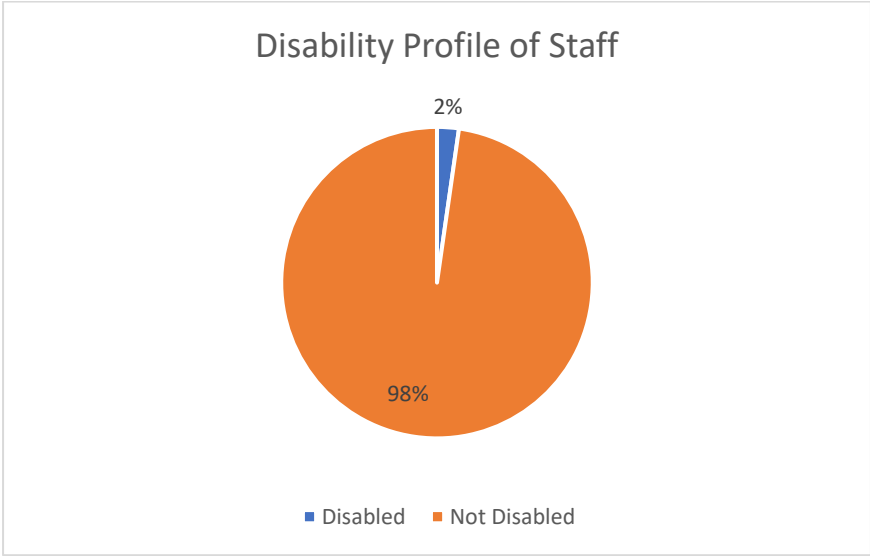


Fig.2

The chart below in figure 3 illustrates the disability type:

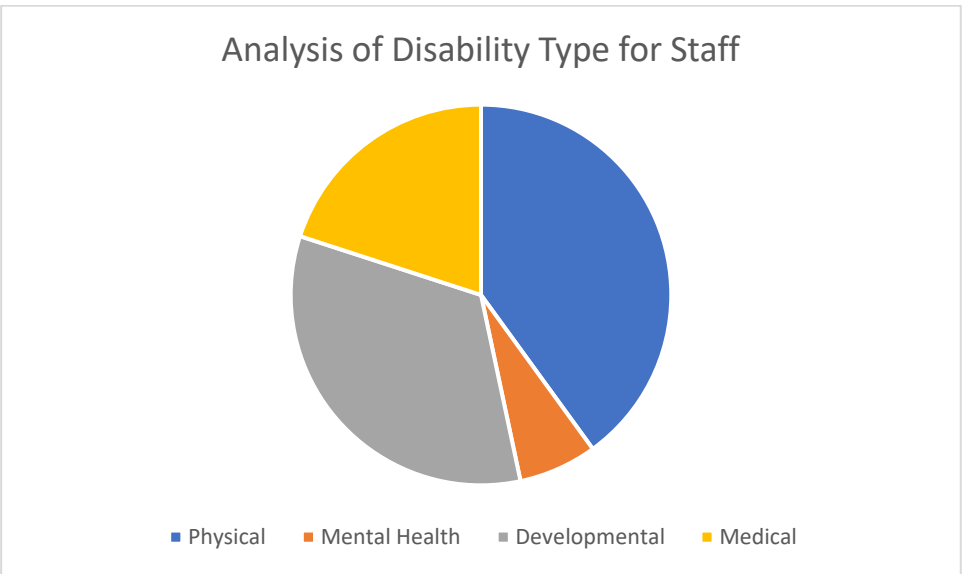


Fig.3

Of the 15 members of staff who declared a disability:

- 5 have a development disorder.
- 1 has a mental health disorder.
- 6 have a physical impairment.
- 3 have a medical disorder.

College staff with disabilities make up 2% of the workforce (it was 2% in 2023 and 3% in 2022).

The Census for 2021 dataset shows the employed disability profile as being 8.4%.

The FE workforce data for England for 2022/2023 shows 7.3% of the FE workforce identified as having a disability, up from 6.5% in 2021/2022.

The College profile remains lower than the FE workforce data 2022/2023 and the Census for 2021.

Ethnicity

Out of the 630 staff who gave a response - 567 (90%) declared that they were White-British. The table in figure 4 illustrates the ethnicity profile of the College workforce over the last 3 years.

Ethnic Origin	Number of Employees 2024	Number of Employees 2023	Number of Employees 2022
Anglo Indian	0	1	1
Any other Asian background	1	2	1
Any other Mixed background	2	0	1
Any other White background	23	18	28
Any Other Background	2	2	1
Any other ethnic group	1	1	1
Asian British	2	0	1
Asian Chinese	1	1	1
Asian Indian	0	3	1
Black African	2	0	1
Black British	0	0	1
Not Stated	19	36	13
Pakistani	1	0	0
Prefer not to say	4	7	6
White British	567	575	642
White Irish	3	2	3
White and Black African	1	0	0

White and Black Caribbean	1	0	0
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Fig. 4

The Census dataset for 2021 shows the ethnic profile as being 88% white British in the Southwest. Therefore, there is 12% black minority ethnic (BME).

The FE workforce data for England for 2022/23 shows 20.6% of the FE workforce identified as belonging to an ethnic minority group. This has increased from 18.9% in 2021/2022 but could in part correlate with the increase in staff disclosing their ethnicity in 2022/2023.

The College ethnic profile is 90% white (it was 89% in 2024 and 91% in 2022). Therefore, the College BME ethnic profile (at 10%) is lower than the FE workforce data (20.6%) for BME, which is national figure, and more closely reflects the Census data for 2021 specific to the Southwest region (12%).

Age

Figure 5 illustrates the age profile of the College staff over the last 3 years.

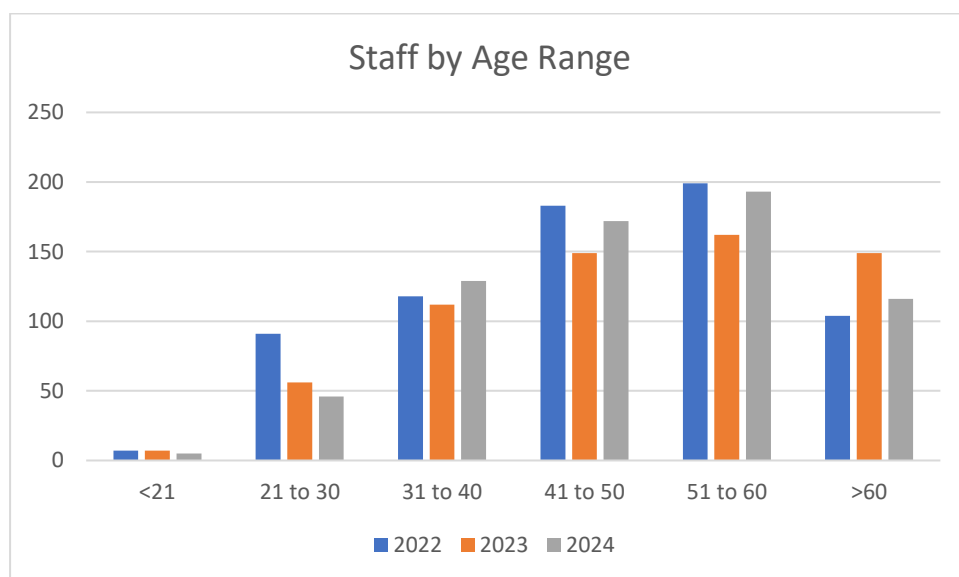


Fig.5

The age profile for the College shows that 72.7% of the workforce are over 41 years of age (it was 71% in 2023 and 69% in 2022).

The Census dataset for 2021 shows the age profile as being 51% of working people are 40 years old and above.

The FE workforce data for England for 2022/2023 shows the age profile as 66.3% being over 40 years of age.

Sexual Orientation

Of the 633 staff that provided a response, there are currently:

- 2.37% lesbian, gay or bisexual (LGB) members of staff (2% in 2023)
- 0.47% asexual* (we had one member of staff in 2023, which was the first time any staff had declared as asexual)
- 81.36% heterosexual members of staff, and (80% in 2023)
- 15.8% declined to specify (18% in 2023).

*Asexual means a person who experiences no sexual feelings or desires, or who is not sexually attracted to anyone.

These figures represent that 80% of the College workforce declared a sexual orientation (it was 82% in 2023).

Figure 6 illustrates the sexual orientation of the College workforce.

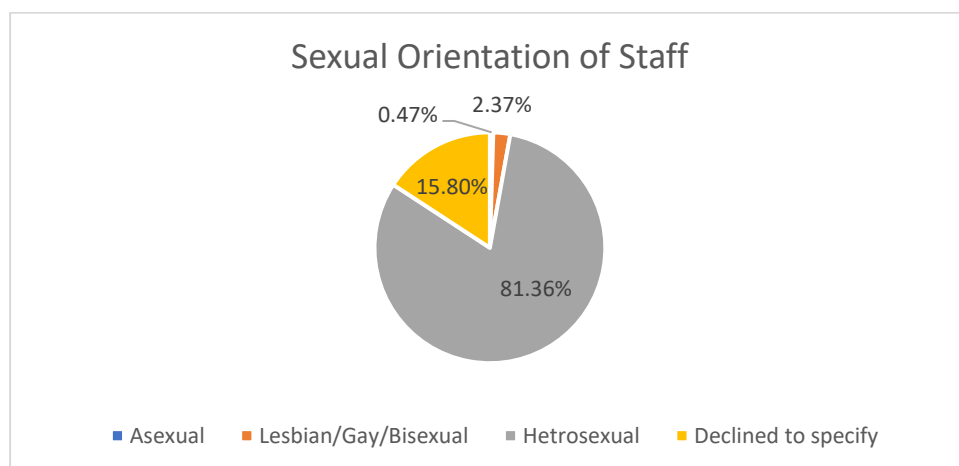


Fig. 6

The Census dataset for 2021 reported:

- 3% lesbian, gay or bisexual (LGB),
- 89% heterosexual,
- 0.23% pansexual (attracted to people regardless of their sex or gender),
- 0.06% asexual,
- 8% chose not to declare.

The FE workforce data for England dataset for 2020-21 included sexual orientation.

The data stated:

- 3% lesbian, gay or bisexual (LGB),
- 58% heterosexual, and
- 39% not declared.

The current LGB profile for the College of 2.37% is close to the FE workforce dataset and Census 2021 datasets of 3%. In addition, due to the levels of non-disclosure (15.8%), it is worth noting that the 2.37% may well be higher and in the coming years, as data collection in this area continues, staff may begin to feel more confident in disclosing this type of information, without the worry of this information being inappropriately utilised.

Religion or Belief

There are currently the following religions or beliefs in the College workforce:

Religion or Belief	Staff 2024	Staff 2023	Staff 2022
Agnostic	19	17	19
Atheist	25	19	23
Buddhist – Hinayana	0	0	1
Buddhist – Mahayana	0	1	1
Christian	176	181	210
Christian – Orthodox	3	4	5
Christian – Protestant	4	4	4
Christian – Roman Catholic	15	11	15
Hinduism	1	0	0
Judaism	0	0	0
Muslim	2	2	0
Sikhism	1	0	0
None	176	161	158
Other	12	10	11
Prefer not to say	199	238	177

These figures represent that 30% of the College workforce chose not to declare a religion or belief preference (it was 37% in 2023 and 25% in 2022). These figures show that 26% of staff declared having no religion or belief (30% in 2023). These figures also represent that the largest religion identified at 30% was Christian (it was 37% in 2023).

The Census dataset for 2021 shows the religion or belief profile for the area as being 46% Christian, 37% with no religion and 6% did not state a religion or belief.

There is no FE workforce data for England dataset for 2022/2023 for religion or belief for the UK or for the Southwest.

The College religion or belief profile compared to the Census 2021 data has a smaller percentage of Christian staff and those with 'no religion'. However, there were high levels of non-declaration in this area.

3.2 **Equality, Diversity and Inclusion – the College Positive Actions and their Impact**

The College continues to regard equality, diversity and inclusion (EDI) as a high agenda item. It is intrinsic to all College business. There continues to be a number of positive actions taken to tackle the agenda in a pragmatic and sensitive manner. These include:

Recruitment

The College's online recruitment home page 'Join our Team':

- states the College's value of Respect: we embrace differences, respect the values, ideas and beliefs of others and renew our own values through discussion and exploration.
- It displays that we are a Disability Confident Employer.

Every job advert/vacancy includes the college's commitment to EDI:

"We are committed to being an equal opportunities employer, always selecting staff on the basis of ability and the requirements of the post, detailed in the Person Specification."

Every job advert includes the college's safer recruitment policy which states:

- the college advertises all vacant posts to as wide a field of candidates as possible to ensure equality of opportunity.
- Petroc actively encourages applications from disabled individuals and a response from a person disclosing a physical or mental health issue would not affect their right to reasonable adjustments which would enable someone to carry out the role.

The Human Resource team continue to modify job adverts to encourage applications from people with disabilities.

Impact – As a result of these initiatives the Disability Confident Employer standard was successfully reassessed in August 2023.

New Staff

Staff continue to be introduced to the College ethos on EDI during their induction process. This is delivered by means of:

- An online training session during their first 6 months. All offers of employment are conditional to staff undertaking the EDI training within their first 6 months.
- An online induction programme, that covers a variety of aspects of being a

new member of staff, including the College's approach to EDI.

Impact – As a result of these initiatives, staff are made aware of and understand the EDI agenda at the College and are signposted to further information.

Policies

The Equality policy in place at the College is regularly reviewed and updated, to highlight the College ethos and approach to the EDI agenda, as well as indicating the action that will be taken in the event that there is a complaint.

There are also other key policies, and these include: Menopause policy, Public Interest Disclosure (whistleblowing) policy, the College Code of Conduct, the Grievance policy, the Disciplinary policy and the Dignity at Work policy. The Dignity at Work policy provides a means for staff to report on a form, incidents of harassment and/or bullying. These policies are reviewed regularly. They are also equality impact assessed, to ensure they do not directly or indirectly discriminate against groups of staff.

Impact – The College communicates and demonstrates a zero-tolerance approach to any form of discrimination.

Active Management

The College Managers and Human Resource staff continue to work closely to monitor and address a raft of staff issues/concerns. The approach often begins (if appropriate) with informal action initially and then progresses, if required, to more formal proceedings.

The EDI Committee continues to action plan key areas of work, including a new action plan for neurodiversity.

Impact – There have been no bullying and/or harassment matters dealt with informally or formally within the last 12 months.

Training

There is a cycle of activities that are designed to train and educate staff about the agenda. EDI training is regarded as mandatory for all staff and the Human Resource team monitor and report on progress. Staff receive refresher training every 2 years.

The Human Resource team have also, in the last 12 months, facilitated specific training for staff around deaf awareness, neurodiversity, mental health, the

menopause, men's health, and sexual harassment.

Impact – As a result of this training, staff are made aware of and understand the EDI agenda at the College and are signposted to further information.

3.3 **Action Plan**

Appendix A contains the contains an action plan for 2024/2025.

4.0 **Conclusions and Recommendations**

Equality, diversity and inclusion is regarded as an intrinsic part of Human Resource management at the College. The College has:

- Some good levels of declaration across the strands, with some work to continue to undertake with sexual orientation and religion or belief.
- A representative workforce in most areas, with continued work to do around disability.
- Taken positive and appropriate actions.
- Had a tangible impact with its approach to EDI.
- An action plan that seeks to address the further improvements outlined in this report and any under representation.

Appendices

Appendix A – EDI Action Plan for 2024-25 for Staff

APPENDIX A

EDI Action Plan for 2024-25 for Staff

Theme	Key Action	Person Responsible	Achievement Date	Desired Outcome
To continue to encourage staff to declare fully across the strands.	Utilise ITK to encourage staff to review their personal information to ensure it is correct/up to date.	Director for Organisational Development	August 2025	Staff information is up to date
	Encourage staff to declare any areas where declaration is missing, i.e. religion or belief.	Director for Organisational Development	August 2025	100% declaration level in all areas.
Increase the profile of younger staff (below 40)	Better harness the social media channels/communication used by younger workers to promote roles in the College.	Director for Organisational Development	December 2025	Increased workforce under the age of 40.
	Promote job roles at the College using case studies of young workers.	Director for Organisational Development	August 2025	Increased workforce under the age of 40.
	To continue to target recruitment campaigns within disability specific spaces.	Director for Organisational Development	December 2025	The % of staff with disabilities employed increase above 6%.

Increase the number of staff with disabilities employed at the College.	To engage with staff currently employed with disabilities and seek their views and suggestions on a possible approach.	Director for Organisational Development	December 2025	Staff views sought and harnessed, where appropriate.
	Continue to utilise the EDI calendar to communicate throughout the year, by theme.	EDI committee member	December 2025	EDI events are promoted to college staff throughout the year.
Targeted communication and training/CPD are used for EDI themes	Arrange EDI training by protected characteristic.	HR Administrator – CPD	August 2025	There are effective and timely communications and training around EDI by protected characteristic.

