



SIR JOHN DEANE'S  
SIXTH FORM COLLEGE  
1557

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# ANNUAL EQUALITY AND DIVERSITY REPORT 2019/20

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## Equality and Diversity Report 2019/20

### 1.1 Staff Profile

#### Age

The age profile of teachers over the last four years can be seen below:

	2019/20	2018/19	2017/18	2016/17
22-29	25	24	20	22
30-39	16	14	18	14
40-49	8	10	11	12
50-59	12	8	8	8
60-69	0	0	0	2

The profile across the College is:

	16-21	22-29	30-39	40-49	50-59	60-69	70-79	80-89	Total
Adult Education			3	12	17	8	2	1	43
Business									
Support	1	16	9	13	11	5			55
Casual	16	2	1	2	6	18	6		51
Leadership									
Forum		3	10	4	2	1			20
Leisure Centre	15	7	1		1	3	1		28
Premises		1	1	3	3	9			17
SLT			3		3				6
Teachers		25	16	8	12				61
<b>Total</b>	<b>32</b>	<b>54</b>	<b>44</b>	<b>42</b>	<b>55</b>	<b>44</b>	<b>9</b>	<b>1</b>	<b>281</b>

## Disability

The following information is collected when colleagues first join the College:

	not known	no	yes	Total
Adult Education	1	41	1	43
Business Support	7	48		51
Casual	14	35	2	49
Leadership Forum	1	19		20
Leisure Centre	1	27		27
Premises		17		17
SLT		6		6
Teachers	5	55	1	60
<b>Total</b>	<b>29</b>	<b>248</b>	<b>4</b>	<b>281</b>

Annually the College contacts all colleagues to check whether there have been any changes to colleague's health or other conditions to find out if there is any support the College can provide.

## Ethnicity

The highest proportion of colleagues at the College continues to be those classed as white – British. 3% of the College's staff are within a black and minority ethnic (BME) group.

	Adult Education	Business Support	Casual	Leadership Forum	Leisure Centre	Premises	SLT	Teachers	Total
Any other Mixed		1							1
Asian/Brit - any other								1	1
Asian/Brit - Indian	1								1
Black - African								1	1
Chinese	1								1
White	1					1			2
White - any other	2	1	1			1		4	9
White - British	36	53	35	20	26	15	6	54	245
White - Irish			1						1
White & Asian								1	1
Not Known	2		14		2				18
<b>Total</b>	<b>43</b>	<b>55</b>	<b>51</b>	<b>20</b>	<b>28</b>	<b>17</b>	<b>6</b>	<b>61</b>	<b>281</b>

## Gender

	Female	Male	Total
Adult Education	36	7	43
Business Support	42	13	55
Casual	32	19	51
Leadership Forum	12	8	20
Leisure Centre	15	13	28
Premises	13	4	17
SLT	2	4	6
Teachers	39	22	61
<b>Total</b>	<b>191</b>	<b>90</b>	<b>281</b>

36% of teachers at the College are male.

	2019/20	2018/19	2017/18	2016/17
Male	22	23	21	18
Female	39	34	40	39

## Marital Status

	Civil Partnership	Co-habiting	Divorced	Married	Single	Widowed	Not known	Total
Adult Education	1		1	19	13	1	8	43
Business Support	1	2	2	29	19		2	55
Casual		1	1	24	5	1	19	51
Leadership Forum				12	6		2	20
Leisure Centre	1			4	18		5	28
Premises		1		13	2		1	17
SLT				3	3			6
Teachers	1	1		19	25		15	61
<b>Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>123</b>	<b>91</b>	<b>2</b>	<b>52</b>	<b>281</b>

## Religion

	Adult Education	Business Support	Casual	Leadership Forum	Leisure Centre	Premises	SLT	Teachers	Grand Total
Christian	4	10	4	5	4	3		10	40
Church of England	11	9	18		1	5		5	49
Methodist	1	1			1			1	4
None	19	26	12	11	17	7	4	33	129
Not Known	1	4	16		4	1		7	36
Roman Catholic	4	5	1	4	1	1	2	5	23
<b>Grand Total</b>	<b>43</b>	<b>55</b>	<b>51</b>	<b>20</b>	<b>28</b>	<b>17</b>	<b>6</b>	<b>61</b>	<b>281</b>

## 1.2 Recruitment Profile

### Age

	Number
16-21	5
22-29	59
30-39	30
40-49	40
50-59	30
60-69	2
69+	1
Prefer not to say	43
<b>Total</b>	<b>210</b>

### Disability

	Number
No	174
Prefer not to say	24
Yes	12
<b>Total</b>	<b>210</b>

### Gender

	Number
Female	100
Male	89
Prefer not to say	21
<b>Total</b>	<b>210</b>

### Marriage/Civil Partnership

	Number
Civil Partnership	4
Married	84
Prefer not to say	25
Single	97
<b>Total</b>	<b>210</b>

## Ethnicity

	Number
Bangladeshi	1
Black Caribbean	1
Indian	1
Other Mixed	2
Other White	9
Pakistani	8
Prefer not to say	24
White - British	157
White - Irish	2
White and Asian	4
White and Black Caribbean	1
<b>Total</b>	<b>210</b>

## Religion

	Number
Atheist	1
Christian	47
Church of England	12
Evangelical Christian	1
Hindu	1
Islam	5
Muslim	3
No Religion	97
Prefer not to say	29
Roman Catholic	11
Spiritual	1
Variety	2
<b>Grand Total</b>	<b>210</b>

