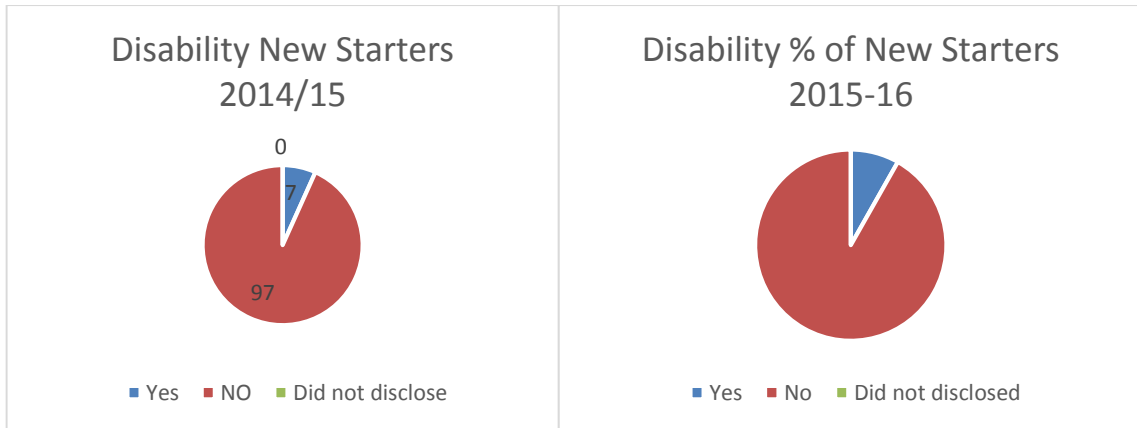


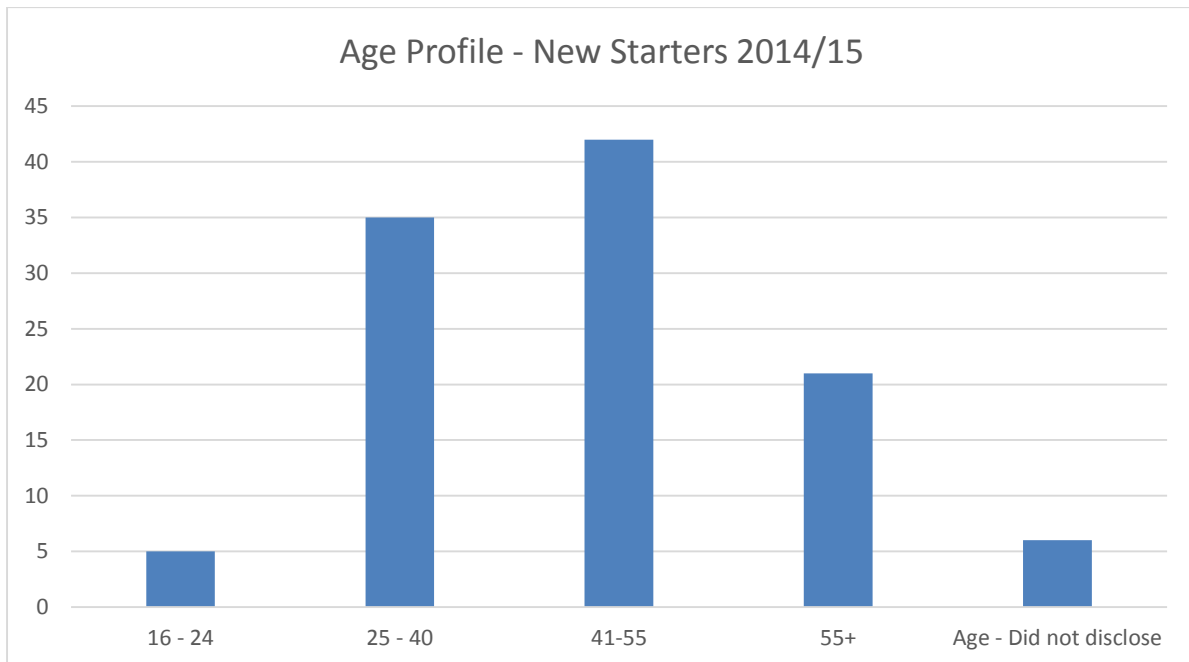
# Single Equality Diversity Report

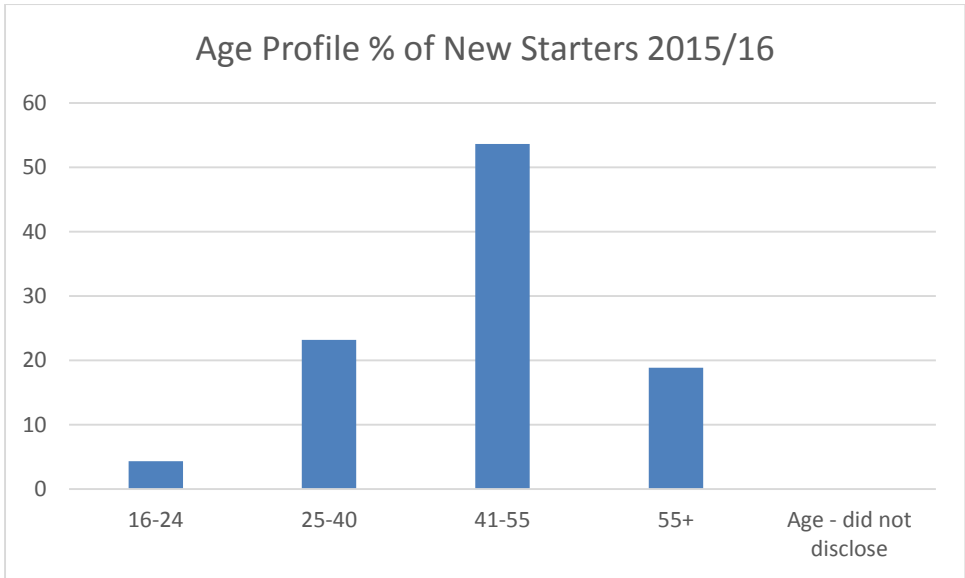
2015/16

**Action 1:** Measure outcome from recruitment campaigns in relation to disability, age, gender and ethnicity.

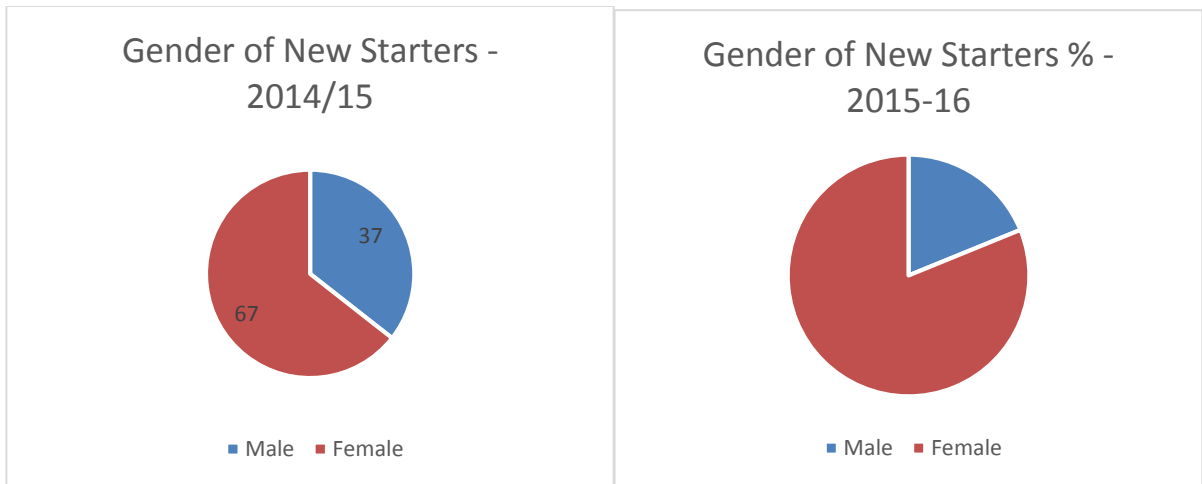


**Summary:** There has been no change in the number of new starters joining the organisation with a disability at 7.25%. All new starters have provided full disclosure of any disability.

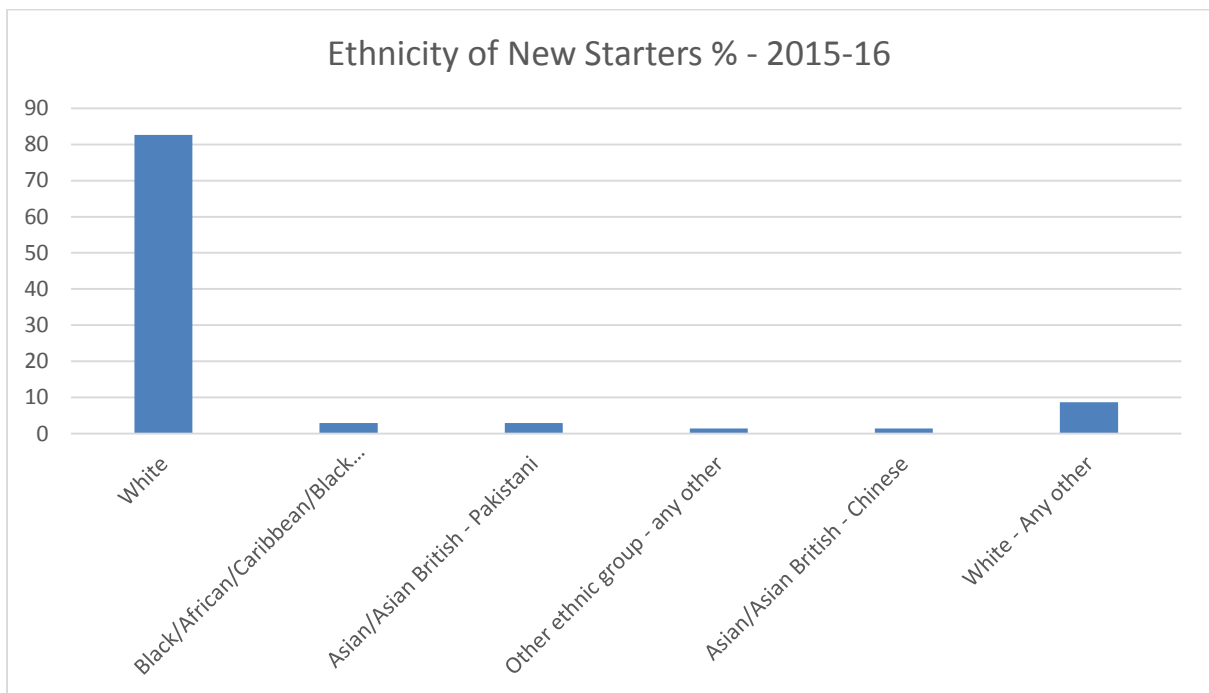
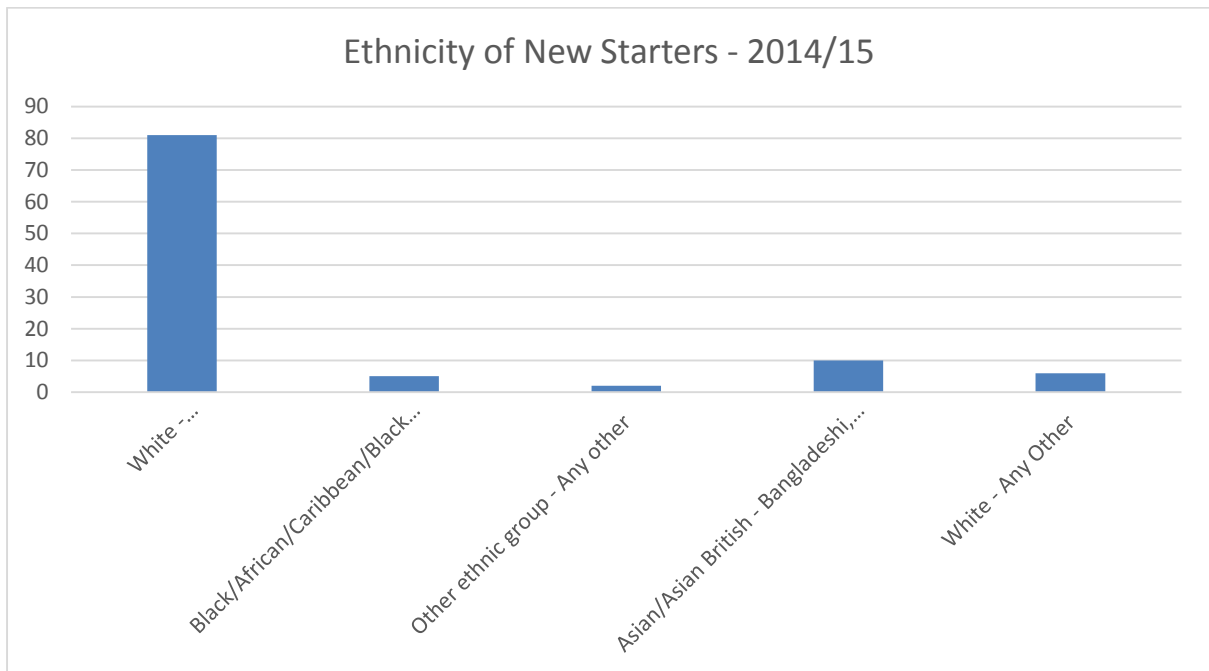




**Summary:** There has been a small increase in the number of staff aged 16-24 who are all Apprentices. There has been a 12% decrease in the number of staff aged 25-40, with the numbers moving to the age group 41-55 years. 55+ remains fairly constant.



**Summary:** The percentage of males employed has decreased by 17.2% from 36% to 18.8%, a high number of new starters are employed within Foundation Learning, which has a high% of female workers. Overall the number of men employed was 13.



**Summary:** In 2015/16 91% of all new recruits were from of White - English/Welsh/Scottish/Northern Irish/British/ White any other background. This is an increase from 78% in 2014/15.

### Ethnicity – All Staff – 2015/2016

	2013/14 %	2014/15 %	2015/16 %
White - English/Welsh/Scottish/Northern Irish/British	86.95	85.71	85.66
Black/African/Caribbean/Black British - African	1.55	1.3	1.19
Other ethnic group - Any other	0.85	1.73	0.39
Asian/Asian British - Bangladeshi, Pakistani, Chinese	1.55	3.03	3.18
Not Specified	1.55	0	3.18
Any other	1.55	0	1.59
White - any other	5.89	6.49	4.78

Summary: 8 staff members have chosen not to disclose their ethnicity, all other % remain fairly constant year on year.