Qm
Queen Mary's College

Equalities Data
2017

Please note this information is available in an alternative format such as large print. Please contact 01256 417524, if you need us to provide this information in a different way.

Introduction

This document sets out equalities data relating to the staff and students at Queen Mary's College. The data is required in accordance with section 149 of the Equality Act 2010.

Please note that the College has several policies relating to Equalities, Diversity and Inclusion which can be found on the College website https://www.qmc.ac.uk/about-us/publications-policies

The College has an Equalities and Diversity Working Group which consists of staff and students and meets regularly to consider promotion of diversity and other related matters.

Protected Characteristics

The above legislation requires the College to publish data according to individual protected characteristics, these are set out below:

Age
Disability
Gender
Gender reassignment
Race and ethnicity
Pregnancy and Maternity
Marriage and civil partnership
Religion and belief
Sexual orientation

THE STUDENTS

Age

In 2016 there were 2,204 students studying at the College, 2,095 of them are 16-18 years old and there are 109 students over the age of 19.

In 2017 there are 2,112 students, 2064 of them are 16-18, 48 of them are over the age of 19.

Disability

The breakdown of disabled and non-disabled students is set out below. Please note the figures are compared to last year.

Disability Status	2016	2017
No disability	1,694	1580
Disability including learning difficulties and/or serious health problems	507	532
Information not provided	3	0

Gender
In 2016 the students were split as 49% male and 51% female.
In 2017 the students were spilt as 47% male and 53% female.

Gender Reassignment
This information is highly confidential to each student and needs to be dealt with sensitively so that we can actively support them. To our knowledge we currently have 6 students who describe themselves as different to their legal gender status. From May 2017 onwards we have redesigned the form so that individuals can identify themselves against their preferred gender status.

Race and Ethnicity
The breakdown of the Census categories of race and ethnicity are set out below.

Race/Ethnicity	2016	2017
White - English / Welsh / Scottish / Northern Irish / British	1832	1748
White - Irish	3	6
White - Any Other White background	71	79
Mixed / Multiple ethnic group - White and Black Caribbean	32	31
Mixed / Multiple ethnic group - White and Black African	9	13
Mixed / Multiple ethnic group - White and Asian	37	30
Mixed / Multiple ethnic group - Any Other Mixed / multiple ethnic background	19	20
Asian / Asian British - Indian	28	30
Asian / Asian British - Pakistani	3	3
Asian / Asian British - Bangladeshi	21	19
Asian / Asian British - Chinese	12	9
Asian / Asian British - Any other Asian background	62	62
Black / African / Caribbean / Black British - African	42	33
Black / African / Caribbean / Black British - Caribbean	7	8
Black / African / Caribbean / Black British - Any other Black / African / Caribbean background	2	4
Any other	13	10
Not known	9	7

Pregnancy and Maternity
We chose not to provide this figure based on the feedback of our students, although we do not report the number, we do actively support any student that discloses this information to us. In each case a risk assessment is undertaken and adjustments are made to support the student's progress. Further details of the support offered are available on request.

Marriage and Civil Partnership
We do not currently request this information as data collection; this position is currently under review.

Religion or Belief
We have two multi-faith prayer and contemplation spaces available to our staff and students. Where possible we promote and celebrate the diverse range of religions,

beliefs and cultures observed by our students. These include but are not limited to Christmas, Easter, Holi, Purim, Ramadan, Dashain, Chinese New Year and Vasaki.

Please see the breakdown of religions set out below for last year and this year.

Religion/Belief	2016	2017
Buddhist	23	19
Christian	801	739
Hindu	24	18
Jewish	4	2
Muslim	38	35
Sikh	6	6
No Religion	1249	1234
Other	59	59

Sexual Orientation
The College actively promotes inclusion and explicitly counters all intolerance, including any homophobic activity. We work closely with the student LGBT; we have not historically collected data, as agreed in consultation with our students. Following feedback we plan to ask but provide the option of 'prefer not to say.'

Other Student Data
The College keeps and reviews data relating to students such as attainment levels, progress, attendance levels, exclusions, bullying and harassment, participation in sports, cultural and other extra-curricular activities, rates of financial assistance, results of surveys and general information pertaining to the student experience.

All of these areas are important and in particular student attendance and achievement are measured against certain protected characteristics, with action plans in place to help narrow gaps, where and when applicable. Please see the Equalities Scheme for further data and examples, this can be found on our website
https://www.qmc.ac.uk/about-us/publications-policies

THE STAFF
The next section relates to equalities data for all of our staff. The majority of our staff have worked at the College for a long time; prior to the Equalities Act 2010 therefore it is not always possible to provide data against each protected characteristic for each individual member of staff.

Please note at the time of writing this report all the figures relating to staff, include 234 employees and 70 casuals totalling 304.

This compares to 2016 with 229 employees and 98 casuals totalling 327.

Age of Employees
The breakdown of ages of employees is set out below.

Age	2017
Under 30	21
30 - 40	51
40 - 50	63
50 - 60	74
60 +	25

Age of Casual Workers
We have 8 casual workers between the ages of 17 and 20 and 8 over the age of 75, with the remaining 54 between the ages of 20 and 75.

Disability
The breakdown of disabled and non disabled staff is set out below.

Disability Status	2016	2017
Not reported	50	51
No	265	241
Prefer not to say	3	3
Yes - learning difficulty	2	2
Yes - physical impairment	7	7

Please note the figures above come from application data, following appointment a greater of proportion of staff disclose a disability, which is not captured in data but in personal records.

Gender
The workforce is spilt as 62% female and 38% male in 2016.
The workforce is spilt as 63% female and 37% male in 2017.

Gender Spilt Across Departments
Amongst the teaching staff 58% are female and 42% are male.
This compares to support staff of which 72% are female and 28% are male

Gender reassignment
We have not been informed of any staff that are currently undergoing the gender reassignment process or who have identified themselves as different to their legal gender.

Race and ethnicity
The breakdown of the Census categories of race and ethnicity are set out below.

Race/Ethnicity	2016	2017
No ethic origin specified	50	51
Any other	1	1
Asian/Asian British - any other	12	11
Asian/Asian British - Bangladeshi	1	1
Asian/Asian British - Indian	2	2
Asian/Asian British - Pakistani	1	1
Black/Black British - African	1	0
Black/Black British - any other	1	1
Black/Black British - Caribbean	2	2
White - any other	5	5
White - British	232	214
White - Irish	7	6
White - Other European	7	5
White (British)	4	3
White (Irish)	1	1

Pregnancy and Maternity
To our knowledge we currently have 4 employees on maternity leave and 3 who are pregnant.

Marriage and civil partnership, Religion and belief and Sexual orientation
We had not collected this data in the past for the majority of our current staff. Previously we had restrictions within our electronic HR Admin system, however there are now fields available to capture this data; therefore we hope to keep this data electronically the future.

Cross Analysis of Data
As an organisation we believe that a fundamental part of successful monitoring of equality data is cross analysis.

It is also important to the College that the staff, students and visitors are satisfied with the way in which we collect and keep data; therefore our processes are constantly under review.

If you have any queries or comments about this document, please contact Sally-Anne Spooner, Human Resources Director on 01256 417524 or email sally-anne.spooner@qmc.ac.uk