

Equalities monitoring of staff

The ethnicity has been benchmarked against national, regional and local population data obtained from the 2011 census (released December 2012). The ethnicity chart below compares to national figures and illustrates our staff ethnicity data portrays a much broader mix across all groups. Taking into account the locality our black population is higher than that of Croydon. However we appear to have a lower asian population than demographics display, which is demonstrated in the number of applications received from the asian population.

Ethnicity	John Ruskin College	England	London	Croydon
Other %	4.5%	1.00%	3.40%	1.80%
Black %	20.7%	3.50%	13.30%	20.20%
Asian %	6.3%	7.80%	18.50%	16.40%
Mixed %	4.5%	2.30%	5.00%	6.60%
White %	64%	85.40%	59.80%	55.10%

Staff Recruitment	Applications Received		Appointments made	
Other %	11	3.2%	1	2%
Black %	83	23.4%	14	28%
Asian %	36	10.2%	3	6%
Mixed %	8	2.2%	5	10%
White %	216	61.0%	27	54%

Looking at gender, the breakdown clearly demonstrates a higher number of females are employed.

Gender		%
Female	76	68.5%
Male	35	31.5%

Recent recruitment backs up this trend.

Applications Received	Applications Received	Appointments made
Female	58.2%	64%
Male	41.5%	36%
Undisclosed	0.3%	0%

Our disability data has been generated from both past and present information supplied by existing and newly appointed staff. Current statistics illustrate that we have 5.4% of staff that have declared a disability.

	Total Cohort
No	98
Yes learning difficulties	1
Yes physical impairment	3
Yes prefer not to say	2
Unknown	7