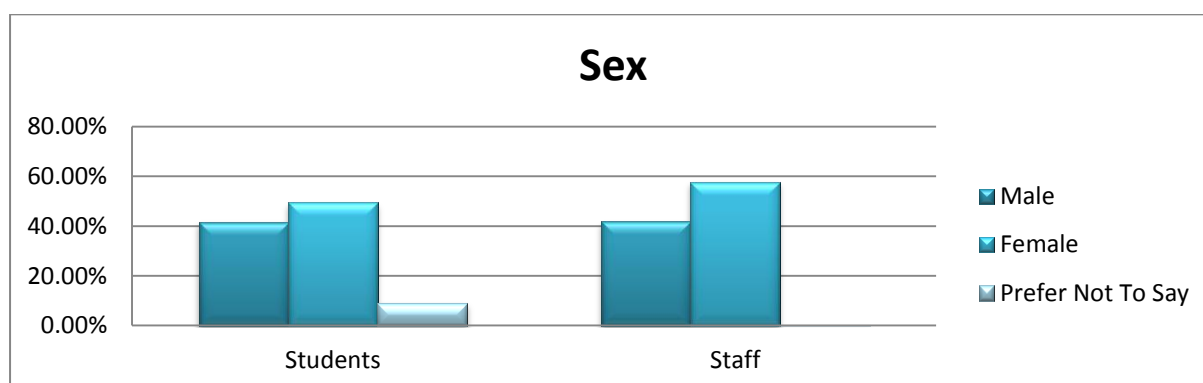


Single Equality Scheme – Appendix Five – Equality Information

The following data has been gathered in the period from 1st December 2011 to January 30th 2012. The data does not represent the whole workforce or student body. Improving the way we gather this data is one of our Equality Objectives for 2012-2016. We intend to gather this data at the point of entry for staff and students from 1st March 2012. We will publish this data annually on 1st December each year commencing 1st December 2012.

Equality Analysis

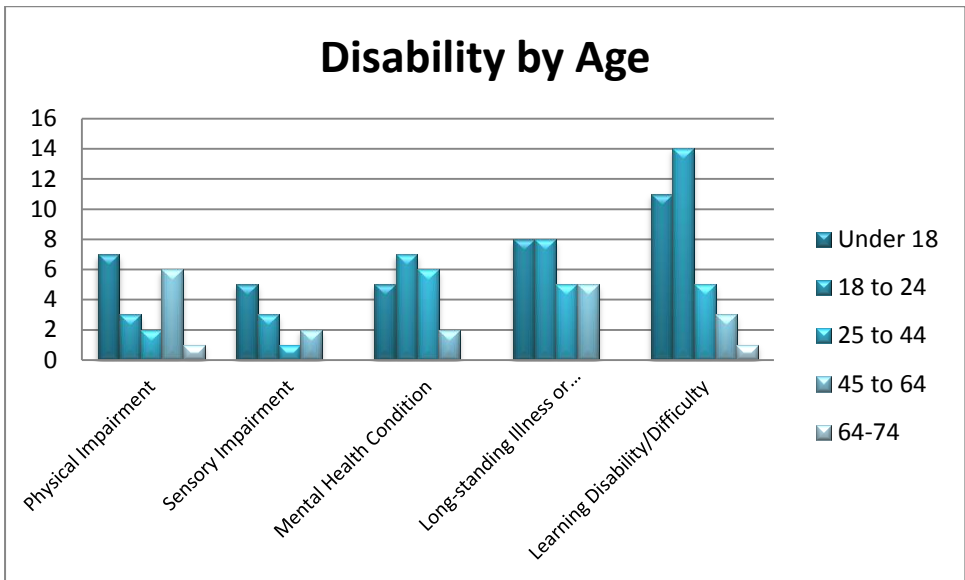
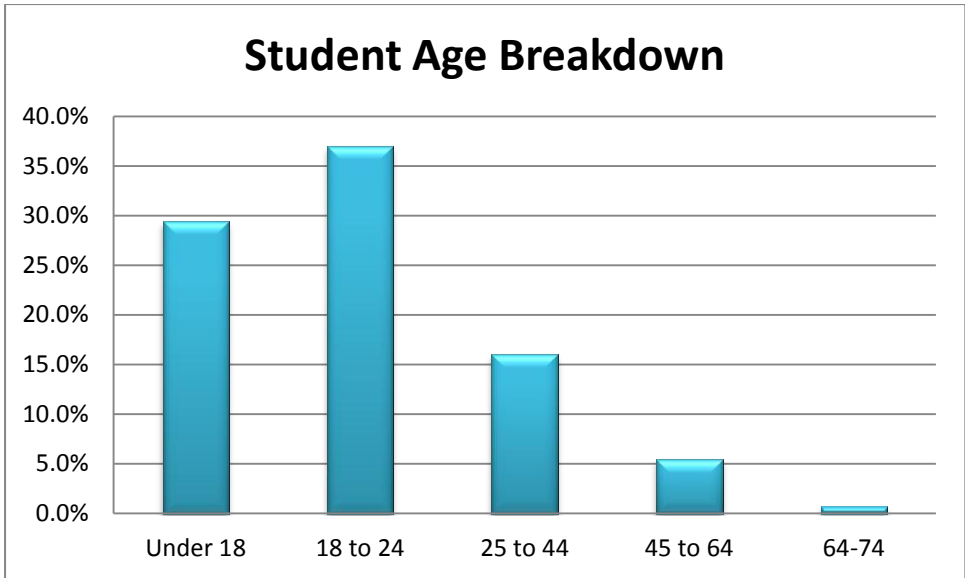
The gender balance in the organisation is generally reflected in that of the students regards to male/female breakdown. However, there is a higher proportion of students not wishing to declare sexuality than that of staff.



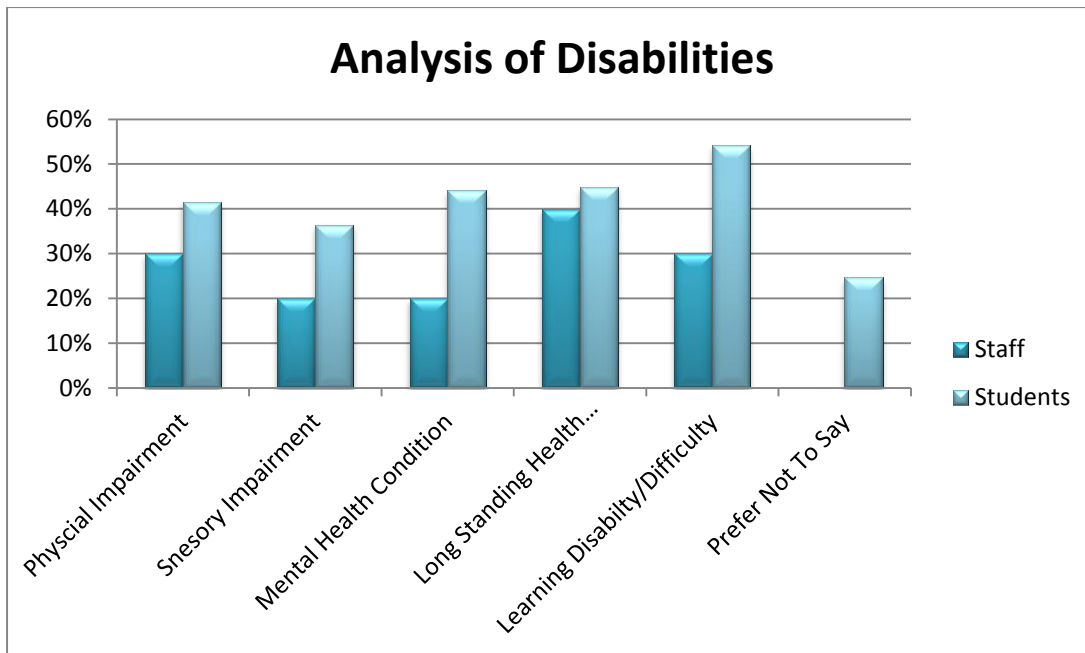
In regards to sexuality there is an imbalance between staff and students with 93% of staff and 75.8% of students declaring themselves as Heterosexual or Straight.

The overall proportion of staff with disabilities is 4.2% which is under representative of the local community of Northumberland which in 2010 was 5.8%, which itself was higher than the national average of 5.3%.

The overall proportion of students with disabilities is much higher than local and national statistics at 14.2%. The following two charts illustrate the age break down of learners and those learners declaring a disability.

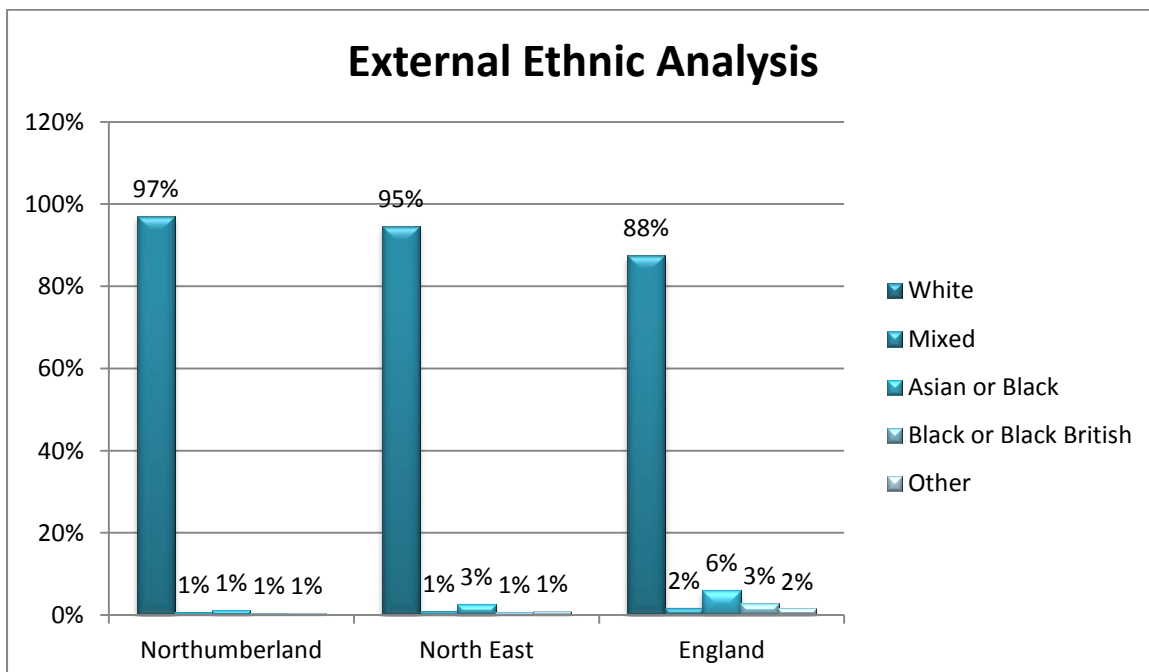


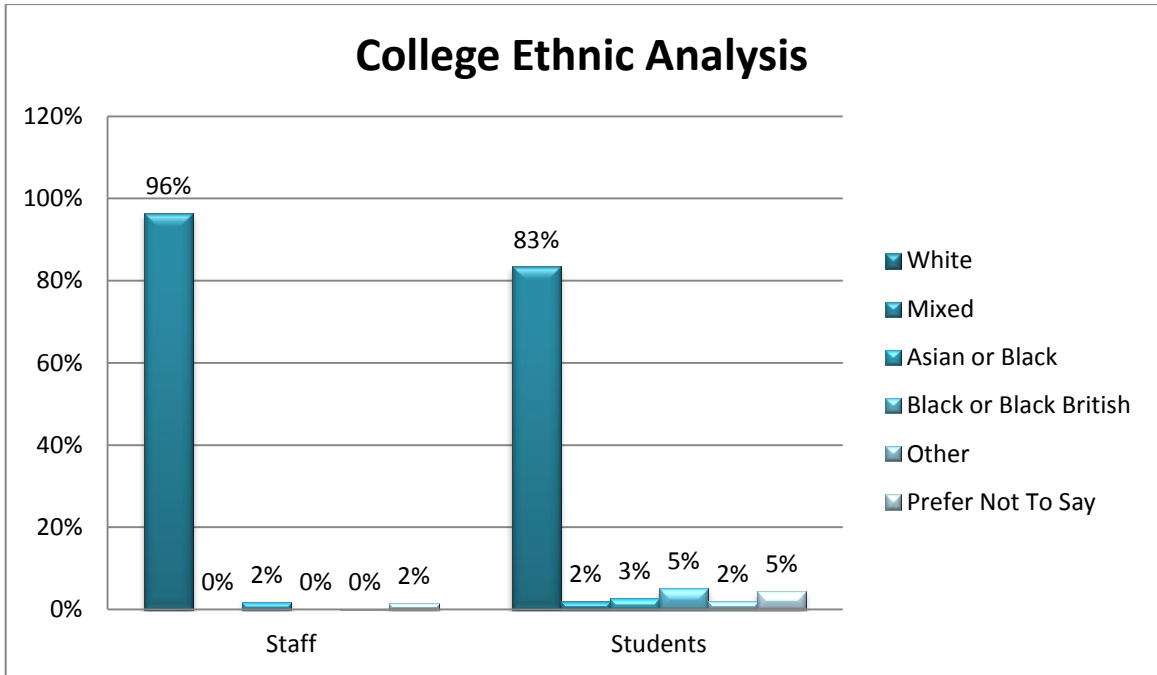
Break down of types of disability is as follows:



The percentage of staff with caring responsibilities is 23.1% which is less than the student population where 30.9% have caring responsibilities. Caring responsibilities in both groups centre on looking after children, with 83.9% of staff and 73.3% of students, with caring responsibilities, caring for children.

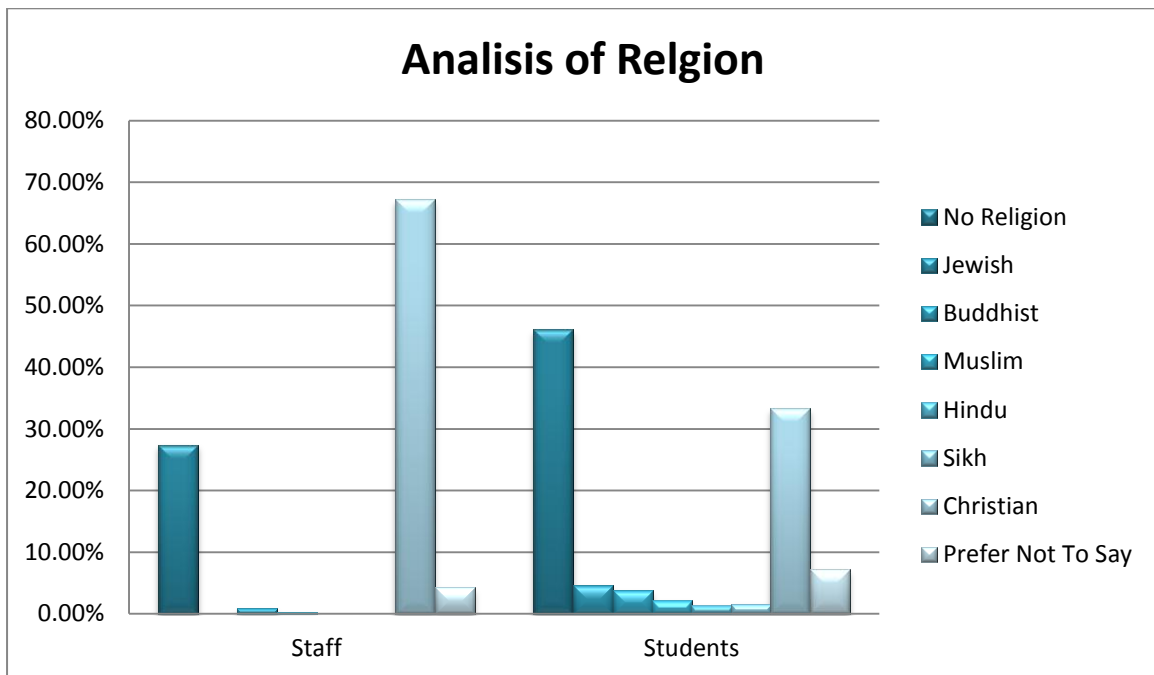
According to the Office for National Statistics the balance of population by broad ethnic group in 2010 was as follows:





The College data illustrates a student body that has a higher representation of ethnic minorities than that of the local area and the extended North East area. This is not the case with staff, although there is a similar proportion of staff describing themselves as white, there are three ethnic minority groups not represented in the College.

The religion of staff and students shows an imbalance with students illustrating a wider aspect of beliefs to that of staff. Almost half of all students declared they had no religion with a third declaring Christian Denominations as their religion. This contrasted with staff who illustrated just over a quarter with no religion and more than two thirds declaring Christian Denominations as their religion.



The College aims to address the imbalances identified in the data through the Equality Objectives.