

# Equality Annual Report 2021-2022



Coleg Gŵyr Abertawe  
Gower College Swansea



Healthy  
Working  
Wales



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# Welcome

**As a Public Sector organisation, Gower College is legally required to publish our equality monitoring data, however, we are fully committed to reflecting equality, diversity and inclusion across the institution. This report primarily ensures our compliance with the Public Sector Equality Duty, but the content of the report is also used to inform the College's priorities for equality, diversity and inclusivity.**

One of the reasons why I am so proud to work in a College of Further Education, such as Gower College Swansea, is the fact that we are such an inclusive provider of education, reaching out across our diverse communities to provide this individualised support that has the potential to change lives.

You can see this in our student cohort today and every day: 14 year old school pupils attending the College for 1 or 2 days per week and sitting down for a cup of coffee next to students who are studying their higher education at the College; 16 – 18 year old full time students looking to progress onto the top universities meeting with vocational students learning the skills of their chosen trade and with apprentices coming into the College for their 1 day a week tuition; 16 year old international students who have chosen to study at the College because of our reputation for A Levels, sitting next to adults who have chosen to study a part time course, as well as students studying English as a second language chatting to our employability clients who we are supporting to get a job.

Whilst there are often similarities in many of our students stories, there can also be significant differences both between the different groups and certainly between the individuals in each group that provides a real richness and energy to the College and that sets us out as a truly diverse institution that delivers lifelong learning.

Recent years have impacted in different ways on different categories of students and certainly on different age groups, and as such there is now an even greater need for all organisations, like ourselves, to do more to ensure that all of our students and staff are treated equally but, that in doing so, we also recognise and celebrate diversity across this wide range of students.

This Annual Report is the continuing story of our College's journey to be the diverse institution that we all want and need it to be. It is a story of challenges and the strategies and plans that we have put in place to respond to these challenges – many of which are working and some which need further refinement. It is the story of a journey which never ends but one that we hope that, by reading this report and reflecting on it, you will want to join us on.

**Mark Jones**  
**Principal**

# Staff Overview

**The College currently employs: 1,054 members of staff:**

## Average Age

Female	47
Male	48
<b>All</b>	<b>47</b>

## Disability

No disability	53.7%	566
With disability	5.8%	61
Not answered	40.5%	427

## Ethnicity

BAME	4.2%	44
White	92.2%	972
Prefer not to say	3.6%	38

## Gender/Sex

Male	38%	398
Female	62%	655
Trans person	0.1%	1
<b>All</b>	<b>=</b>	<b>1054</b>

## Religion and Belief

Agnostic	4.9%	52
Atheist	6.3%	66
Buddhist	0.1%	1
Christian	30.2%	318
Humanist	0.4%	4
Muslim	0.9%	10
None	0.5%	5
Other	7.7%	81
Declined	49%	517
<b>Total</b>		<b>1054</b>

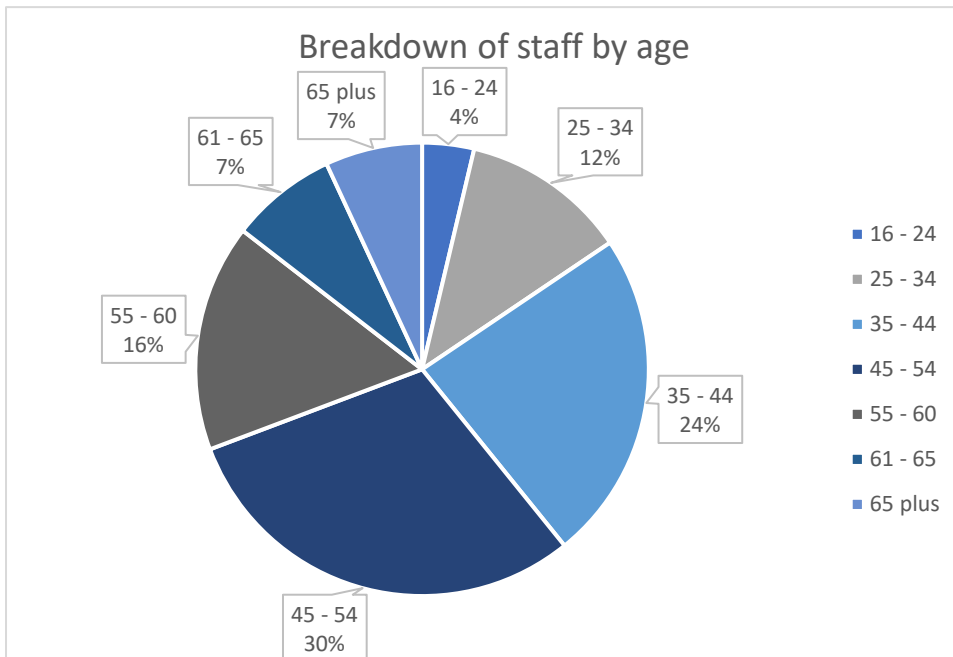
## Sexual Orientation

Heterosexual	53.2%	561
Bisexual	0.7%	8
Gay Man	0.4%	4
Lesbian	0.9%	9
Prefer not to say	4.1%	43
Not answered	40.7%	429
<b>Total LGBTQ+</b>		<b>2%</b>

## Marriage & Civil Partnership

Civil Partnership	0.6%	6
Cohabiting	12.1%	128
Divorced	6.6%	70
Married	53.3%	562
Separated	1.6%	17
Single	22.2%	234
Widowed	0.8%	8
Not answered	2.8%	29

# Age



## Average Age

Female	47
Male	48
<b>All</b>	<b>47</b>

### Staff Composition

16-24	3.7%	39
25-35	11.9%	125
35-44	23.6%	249
45-55	30.1%	317
55-60	16.2%	171
61-65	7.6%	80
65+	6.9%	73

### Leavers

16-24	6.6%	9
25-34	20.5%	28
35-44	18%	34
45-55	17%	24
55-60	7.3%	10
61-65	11%	15
65+	11.7%	16
<b>Total leavers</b>		<b>136</b>

### Applications Received = 1,686

16-24	9.3%	156
25-29	12.2%	205
30-39	23%	387
40-54	25.1%	424
55-65	9.5%	160
65+	0.4%	7
Not Answered	20.6%	347

### Conversion rate of Application by Age

16-24	16.6%	26
25-29	11.2%	23
30-39	9.6%	37
40-54	9.2%	39
55-65	15%	24
65+	42.9%	3
Not answered	1.2%	4

## **Staff Composition Age Range**

- The average age of staff has remained the same at 47
- 85% of staff are over the age of 35

## **Recruitment**

### **Number of positions recruited for: 156**

Of the Applicants who disclosed their age:

- 21.5% were under the age of 30
- 25% were from the 40-54 age range
- 10% were 55 plus, candidates in this age range were considerably more successful – 58% of the applicants were appointed.

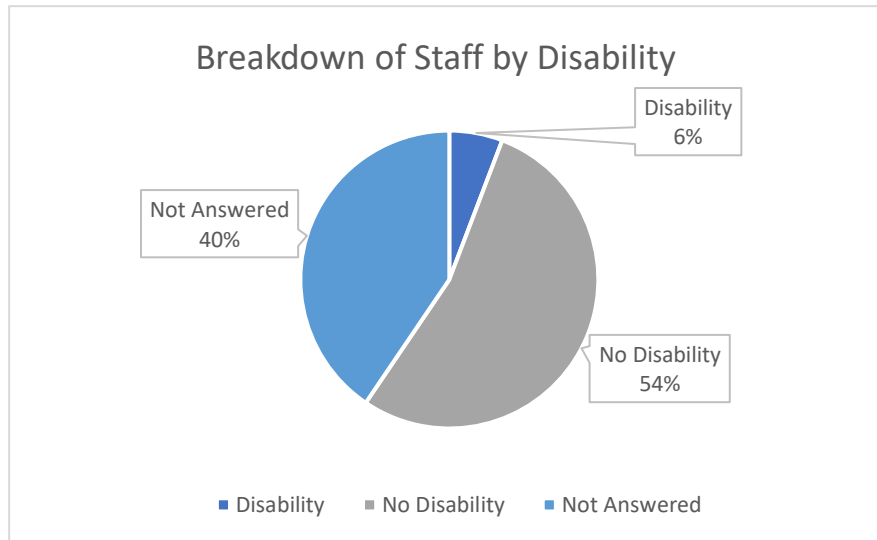
## **Leavers**

- The largest number of staff leaving are from the 25-34 age range, proportionally more younger staff are leaving than older.

## **Grievance and Disciplinary**

- Across the reporting period, there were 17 disciplinary and grievance cases conducted, none involved age discrimination

# Disability



## Staff Composition 1,054

No disability	53.7%	566
With disability	5.8%	61
Not answered	40.5%	427

## Leavers by disability

No disability	45.5%	62
With disability	8.2%	11
Not answered	46.3%	63
<b>Total leavers</b>		<b>136</b>

## Applications Received 1686

No disability	75.1	1267
With disability	5.3%	90
Not answered	19.5%	329

## People appointed within own disability status

No disability	11.1%	141
With disability	12.2%	11
Not answered	1.2%	4

## **Staff Composition**

- A total of 5.8% of college staff have declared a disability. 0.3% increase from last year of 5.5%.
- The Welsh average which is at 7.1% (HE ECU report 2022)
- We believe that the actual number of staff with a disability is significantly higher than the numbers disclosed, due the number of reasonable adjustments that the college has put in place.
- 9 of the staff disclosing a disability, have a mental/emotional health condition.

## **Recruitment**

- Of the applicants that did disclose this information 5.3% had a disability.
- There was a higher conversion rate of applicants with a disability than without.

## **Leavers**

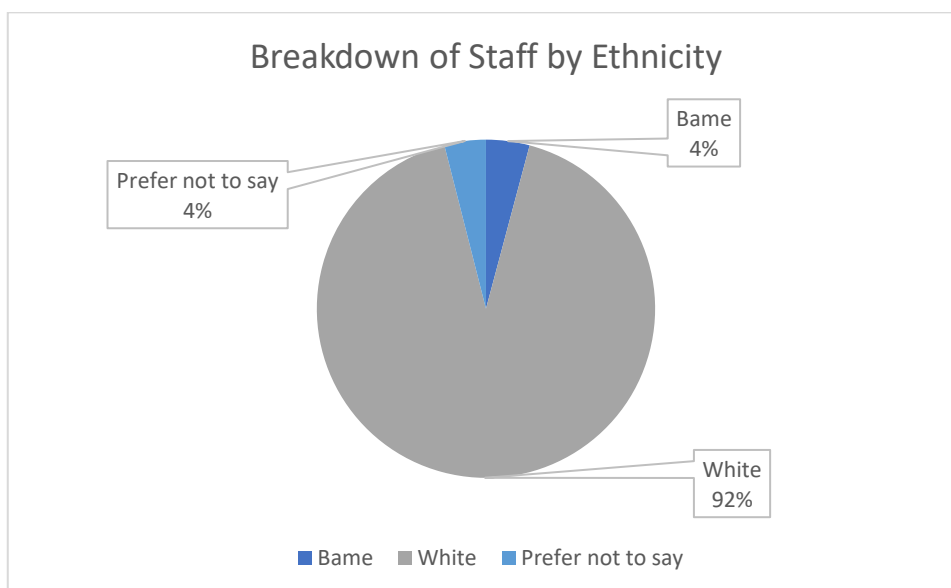
- 11 members of staff with a disability left the organisation and we appointed the same number.

## **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none of them involved disability discrimination.



# Ethnicity



## Staff Composition

BAME	4.2%	44
White	92.2%	972
Prefer not to say	3.6%	38

## Leavers by Ethnicity

BAME	3%	4
White	91%	124
Not answered	1.2%	4
Prefer not to say	3.6%	1
<b>Total Leavers</b>		<b>136</b>

## Applications Received 1,686

BAME	13.4%	226
White	64.4%	1086
Other	1%	17
Not Answered	19.5%	329
Prefer not to say	1.7%	28

## Conversion rate of applicant by Ethnicity

BAME	4.4%	10
White	12.2%	140
Other	5.9%	1
Not answered	1.2%	4
Prefer not to say	3.6%	1

## **Staff Composition**

- The number of staff who identify as Black, Asian and Minority Ethnic (BAME) has increased by 0.2%.
- This represents an increase of 6 members of staff with a BAME background.
- The Swansea Bay BAME population pool of 8.2% (Census 2021).

## **Recruitment**

- 13.4% of our applicants who disclosed their ethnicity are from a BAME background, however, the majority are overseas applications without the right to work in the UK.
- 10 applicants from a BAME background were appointed, however 4 members of staff left during the year.

## **Leavers**

- 3% of those that left were from a BAME community, which is a lower proportion than our current workforce.

## **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none of them involved racial and ethnic discrimination.

# Sex & Gender

## Staff Composition

Male	38%	398
Female	62%	655
Trans person	0.1%	1
All		1054

## Leavers by Sex

Male	45%	61
Female	55%	75
Total leavers		136

## Applications Received 1,686

Male	35.1%	591
Female	44.7%	753
Other	0%	0
Not Answered	19.3%	326
Prefer not to say	0.9%	16

## Conversion rate of applicants by Gender

Male	10.2%	60
Female	12.1%	91
Other	0%	0
Not Answered	1.2%	4
Prefer not to say	6.3%	1

## Gender Pay Gap

Mean	7.34%
Median	11.64%

## Breakdown of Staff by Gender and Contract Type

	Full Time		Part Time/Term Time	
Male	29%	398	11%	151
Female	30%	264	30%	390
Trans person	-	-	1%	1
All	59%	511	41%	542

## Breakdown of Staff by Gender and Contract Status

	Permanent		Temporary	
Male	31%	300	9%	99
Female	47%	451	13%	203
Trans person	1%	1	-	-
All	78%	752	22%	302

## **Staff Composition**

- Gender split of staff has remained consistent, we continue to employ 1 trans person.
- 58% of all lecturing staff are female in line with the general workforce split.
- 56% of the management team of the college are female, which is 6% lower than the general gender workforce split
- 63% of Business Support staff are female

## **Recruitment**

- 44.7% of application received were from female applicant in contrast to male applicants at 35.1%
- The success rate for women is slightly higher than for men (12.1% and 10.2% respectively).
- Only one application was received from an individual who identifies as neither male or female.

## **Leavers**

- The percentage of leavers split across the genders are 45% male and 55% female which is comparable to our workforce split.

## **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, one of these cases involved sexual harassment and the grievance was upheld.

## **Contract Type**

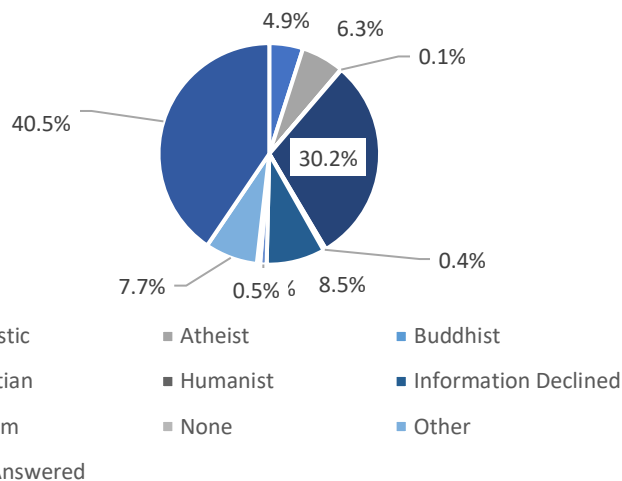
- There is a higher percentage of women on permanent contracts (47%) compared to men (31%) which is broadly in line with our current workforce split.
- The number of men on part time contracts remains at 11%, less than half the number of their female counterparts.
- We believe this is due to the college offering many flexible working options which are suitable to those with a family.

## **Gender Pay Gap**

- The College has a lower Gender Pay Gap compared to the Welsh national average.
- The mean pay gap is at 7.34% and the median is 11.65% while the Welsh average of education institutions across Wales is currently at 8.5% and 14.8% respectively (ECU HE Report 2022).

# Religion & Belief

Breakdown of Staff by Religion & Belief



## Staff Composition

Agnostic	4.9%	52
Atheist	6.3%	66
Buddhist	0.1%	1
Christian	30.2%	318
Humanist	0.4%	4
Muslim	0.9%	10
None	0.5%	5
Other	7.7%	81
Declined	49%	517
<b>Total</b>		<b>1054</b>

## Leavers by Religion

Agnostic	2%	3
Atheist	10%	13
Christian	29%	39
Declined	5%	7
Other	9%	12
Not answered	46%	62
<b>Total</b>		<b>136</b>

## Applications Received

Buddhist	0.5%	8
Christian	29.1%	490
Hindu	1.5%	25
Jewish	0.2%	3
Sikh	0.2%	4
Muslim	5.6%	95
None	36%	607
Other	1.7%	28
Not answered	19.5%	329
Prefer not to say	5.8%	97
<b>Total</b>		<b>1686</b>

## Conversion rate of applicants by Religion

Buddhist	0%	0
Christian	12.9%	63
Hindu	4%	1
Sikh	0%	0
Muslim	4.2%	4
None	11.9%	72
Other	17.9%	5
Not answered	1.2%	4
Prefer not to say	7.2%	7
<b>Total</b>		<b>156</b>

## Staff Composition

- A wide range of beliefs and non-beliefs are represented within our staff profile.
- Over 49% of individuals working at the college prefer not to disclose their religion and belief, which relates to 3% reduction from last year.
- Our largest cohort of staff remains from those that identify as Christian.

Faith Groups in Swansea consist of:

Religious Belief	Swansea Population %
No Belief	47.3%
Christian	41.3%
Buddhist	0.4%
Hindu	0.4%
Jewish	0.1%
Muslim	3.2%
Sikh	0.1%
Other Religion	0.5%
Not answered	6.7%

**\*Census 2021**

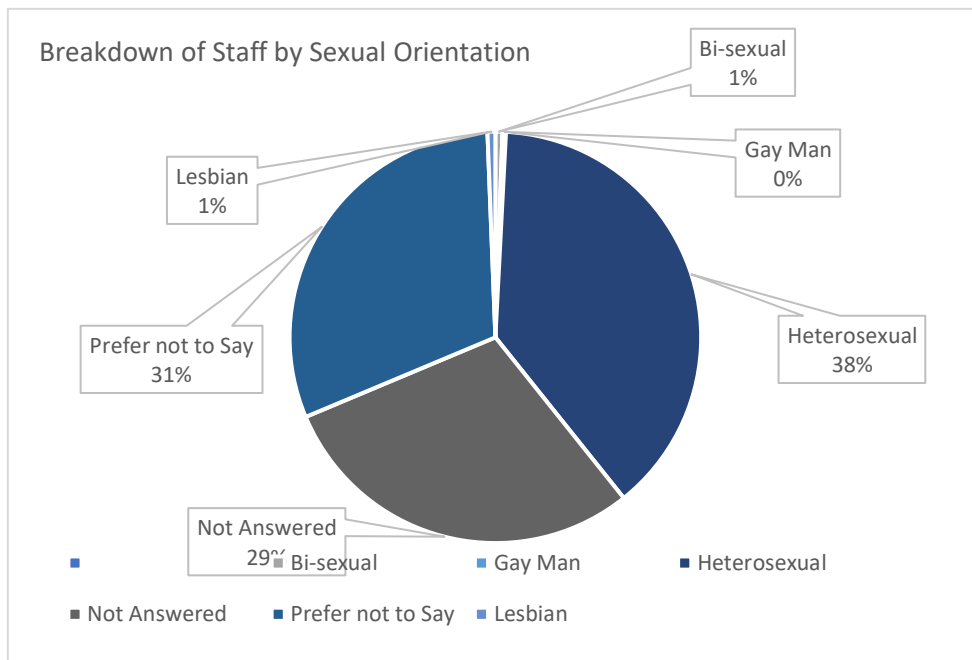
## Recruitment

- The largest proportion of applications received were from those who identify as having no religion (36%), followed by Christian (29%).
- 25% of applicants chose not to complete this field.
- The highest percentage of those appointed, were those of a Christian faith at 11%, followed by those with none at 10%.
- The number of people applying from a Muslim faith has increased by 3.2% and we have appointed 4 new members of staff from this faith group.

## Grievance and Disciplinary

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none of these cases involved religious belief discrimination.

# Sexual Orientation



### Staff Composition

Heterosexual	53.2%	561
Bisexual	0.7%	8
Gay Man	0.4%	4
Lesbian	0.9%	9
Prefer not to say	4.1%	43
Not answered	40.7%	429
Total LGBTQ+		2%

### Leavers

Heterosexual	50%	68
Bisexual	0%	0
Gay Man	2.2%	3
Lesbian	0.7%	1
Prefer not to say	1.4%	2
Not answered	45.5%	62
Total Leavers		136

### Applications Received

Heterosexual	70.3%	1185
Bisexual	3%	51
Gay Man	0.9%	15
Lesbian	0.5%	9
Prefer not to say	5.8%	97
Not answered	19.5%	329
Total LGBTQ+	4.4%	75

### Conversion rate of applicants by Sexual Orientation

Heterosexual	9.8%	137
Bisexual	14.2%	9
Gay Man	0%	0
Lesbian	7%	1
Prefer not to say	11.6%	5
Not answered	0.2%	4
Total LGBTQ+	6.4%	10

## **Staff Composition**

- 2% of our staff cohort identify as LGBTQ+ which is slightly under the current LGBTQ+ demographic of Swansea of 3.3% (Census 2021).
- Over 44% of our staff choose not to disclose this information, which is a reduction on last years figures of 2%.

## **Recruitment**

- 4.4% of all applications were from the LGBTQ+ community.
- We have appointed 10 applicants who identify as LGBTQ+ this year in comparison to 3 last year.

## **Leavers**

- 2.9% of staff members left that identify as LGBTQ+.

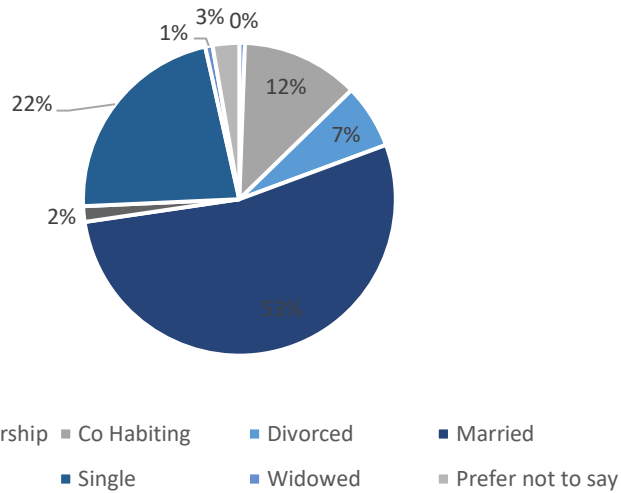
## **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none involved sexual orientation discrimination.



# Marriage & Civil Partnership

Breakdown of staff by Marital Status



## Staff Composition

Civil Partnership	0.6%	6
Cohabiting	12.1%	128
Divorced	6.6%	70
Married	53.3%	562
Separated	1.6%	17
Single	22.2%	234
Widowed	0.8%	8
Not answered	2.8%	29

## Leavers

Cohabiting	13%	18
Divorced	4%	5
Married	53%	72
Single	28%	38
Widowed	1%	1
Not answered	1%	2
<b>Total</b>		<b>136</b>

## Applications Received

Civil Partnership	0.9%	15
Cohabiting	10.3%	173
Divorced	3.6%	60
Married	33.3%	567
Separated	2.3%	38
Single	27.3%	461
Widowed	0.4%	7
Not answered	19.4%	327
Other	0.5%	9
Prefer not to say	1.7%	29

## Conversion rate of applicant by Marriage & Civil Partnership

Civil Partnership	13.3%	2
Cohabiting	0%	0
Divorced	9.2%	16
Married	12.5%	71
Separated	5.3%	2
Single	12.1%	56
Widowed	14.3%	1
Not answered	1.2%	4
Other	0%	0
Prefer not to say	3.4%	1

## **Staff Composition**

- The vast majority of our staff are married (56%) followed by single (21%). Six staff have declared that they are in a civil partnership.

## **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none involved marriage or civil partnership discrimination.

## **28 Members of staff took Maternity or Shared Parental Leave**

### **Grievance and Disciplinary**

- Across the reporting period there has been 17 disciplinary and grievance cases conducted, none involved Maternity or Pregnancy discrimination.

# Student Data

## Student Numbers

Full Time	35%	4667
Part Time	65%	8784
Total		13451

## Age

Under 16	1.8%	247
16-19	32.5%	4370
20-29	21.9%	2951
30-29	18.6%	2507
40-49	13.4%	1796
50-59	8.8%	1181
60-69	2.5%	340
70-79	0.4%	49
80+	0.1%	8
Not Known	0.04%	2
Total		13451

## Disability

Disabled	12%	1638
No known disability	87%	11732
Unknown	1%	81
Total		13451

## Gender

Male	49.8%	6699
Female	49.7%	6686
Other	0.5%	66

## Religion

Agnostic	0.8%	114
Atheism	1.0%	226
Christian	4.6%	613
Islam	0.3%	42
Other	1.5%	225
Information	1.7%	234
Declined		
Not Answered	89.1%	11997
Total	=	13541

## Sexual Orientation

Heterosexual	9.2%	1243
Bisexual	0.2%	28
Gay Man	0.2%	21
Lesbian	1.1%	146
Information	0.2%	26
Declined		
Not answered	89.1%	11987
Total		13451

Ethnicity		
Any Other White background	3%	419
Arab	1%	173
Asian – Bangladeshi	1%	168
Asian – Indian	0.2%	37
Asian – Pakistani	0.3%	51
Black – African	2%	219
Black – Caribbean	0.1%	15
Chinese	1%	99
Gypsy or Irish Traveller	0%	7
Information Refused	1%	68
Mixed – White and Asian	1%	89
Mixed - White and Black African	0.2%	35
Mixed – White and Black Caribbean	0.2%	36
Not Known	1%	183
Other Asian Background	0.2%	27
Other Black Background	0.1%	18
Other Ethnic Background	3%	341
Other Mixed Background	0.4%	60
Welsh/English/Scottish/Northern Irish/British	85%	11406

# Celebrating Diversity



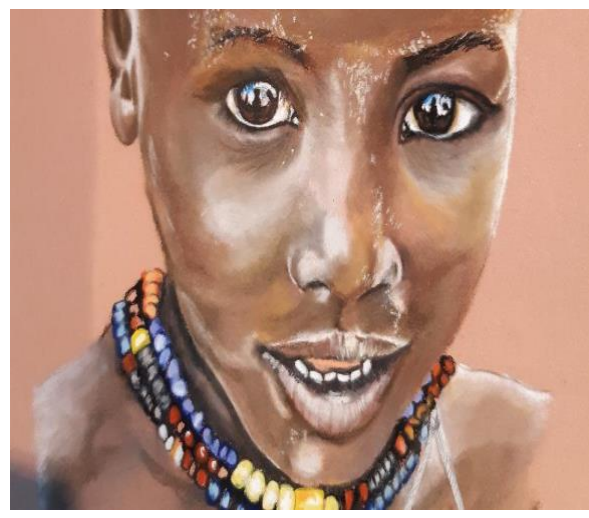
Gower College Swansea has won many awards this past year including:

The HR Awards Wales: Best Equality and Diversity Initiative 2021-22.

Gower College also won the commendation award for Healthy Working Wales award for best E&D inclusion scheme 2021/22.

We have continued to promote equality and diversity throughout the year – holding our annual LGBTQ+ events, celebrating key dates throughout the year and continuing to deliver support to our asylum and sanctuary learners.

Kellie Maloney - English boxing manager, promoter and television personality launched our Rainbow Week in 2022. Kellie is the most high-profile name in sporting history to have undergone gender reassignment.



**International Graduation Class 2022**



## Appendix 1: Equality Training Data/Atodiad 1: Data Hyfforddiant Cydraddoldeb

Age distribution of staff participating in training activities	No. of Staff Participating	Training Participation	No of staff on Heads Report	Workforce profile	% of Workforce Participated
16 - 24	28	2.9%	39	3.70%	71.79%
25 - 34	119	12.4%	125	11.87%	95.20%
35 - 44	233	24.2%	249	23.65%	93.57%
45 - 54	300	31.2%	317	30.10%	94.64%
55 - 60	157	16.3%	170	16.14%	92.35%
61 - 65	72	7.5%	80	7.60%	90.00%
65 plus	53	5.5%	73	6.93%	72.60%
<b>Total</b>	<b>962</b>	<b>100.0%</b>	<b>1053</b>	<b>100.00%</b>	<b>91.36%</b>

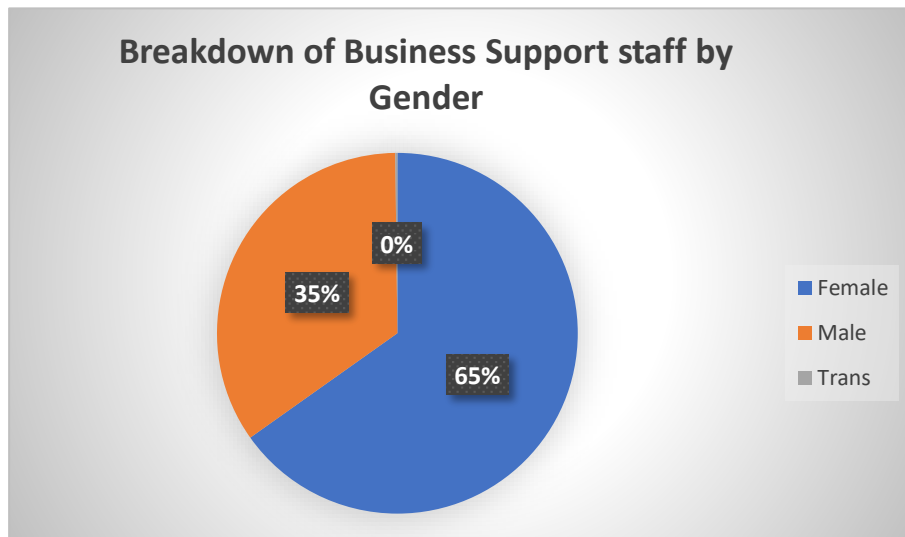
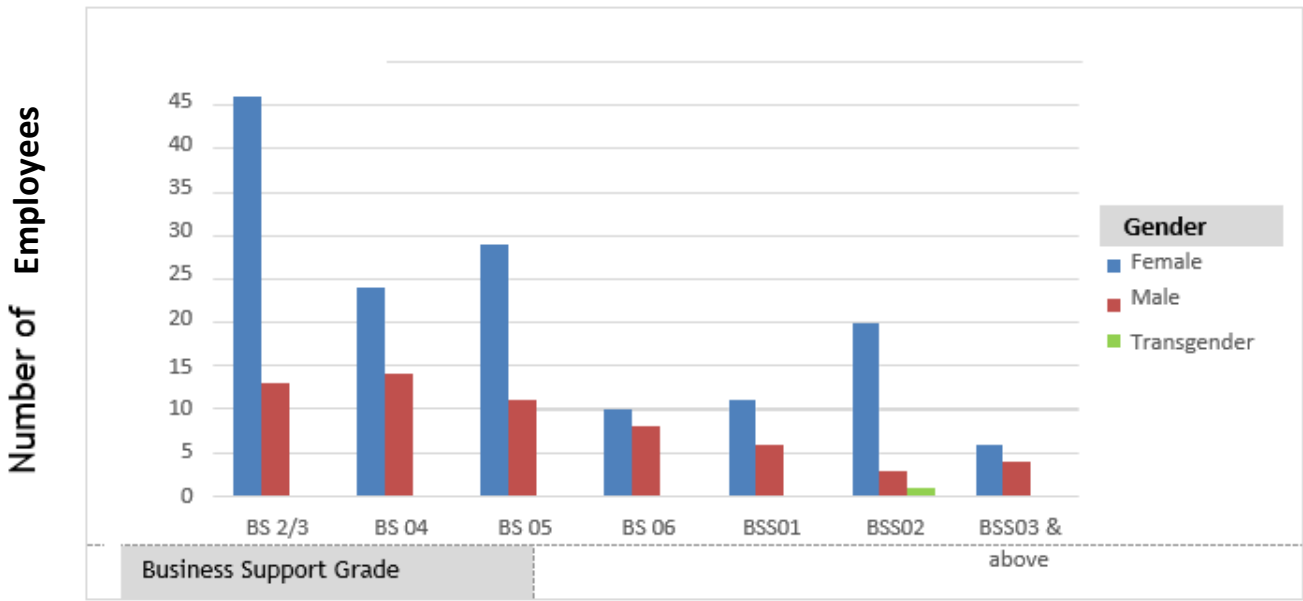
## Appendix 2: Strategic Equality Objectives/Atodiad 2: Amcanion Cydraddoldeb Strategol

Please follow the link for access to our full Breakdown of Progress against the our [Strategic Equality Objectives](#)

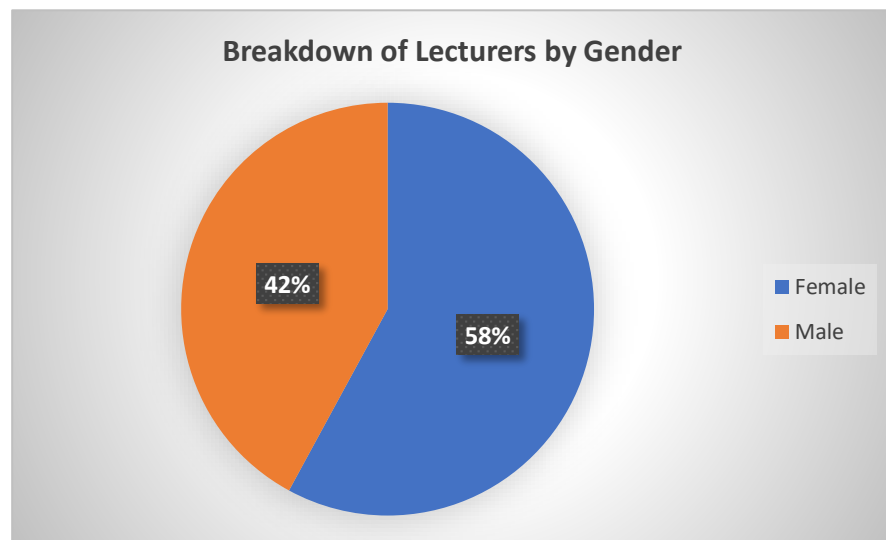
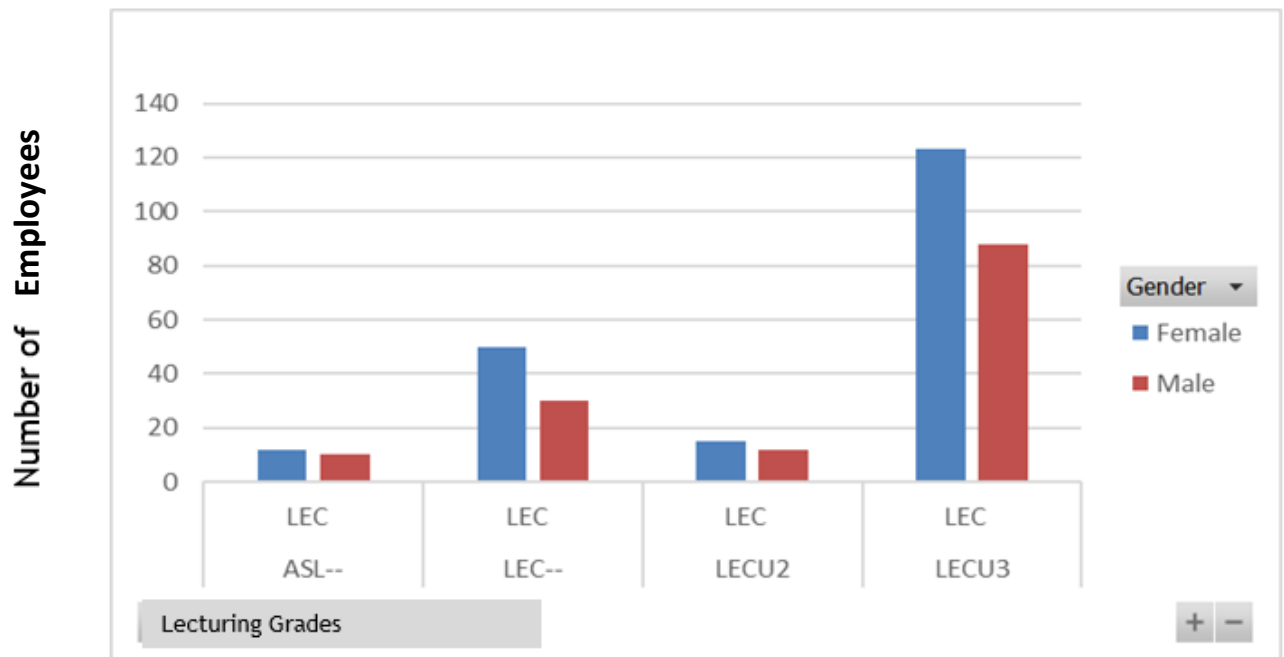
Please follow the link for access to: [Gower College Strategic Equality Plan 2022-24](#)

# Appendix 3: Staff Pay Scales / Atodiad 3: Graddfeydd Cyflog Staff

## 3.1 – Comparison of Male and Female staff in Clerical/Administrative posts

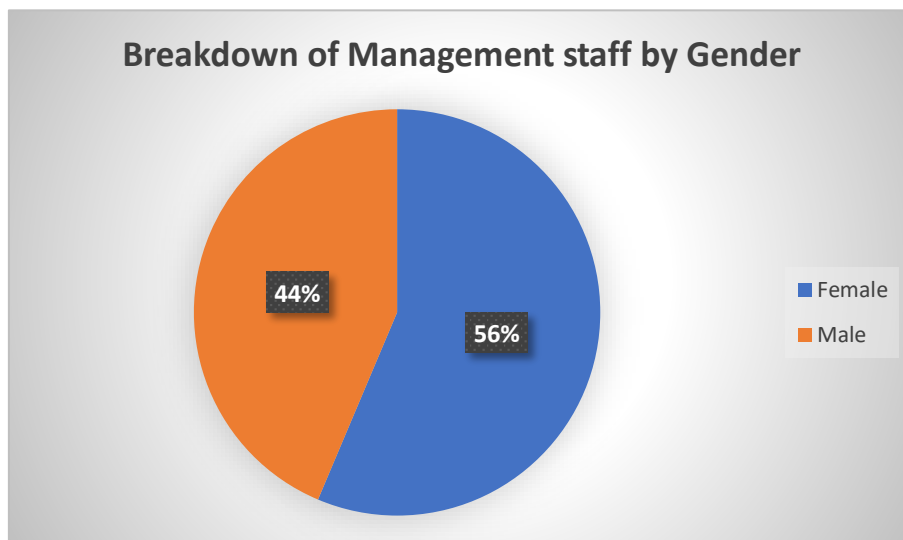
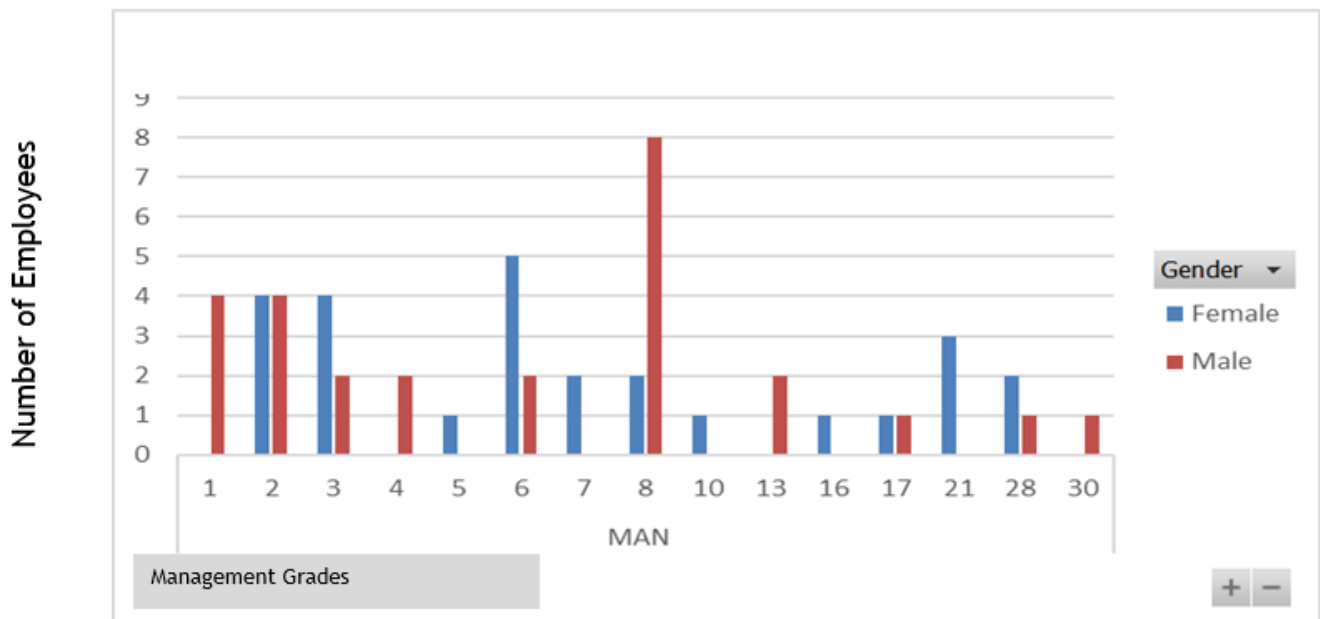


### 3.2 – Comparison of Male and Female staff on Lecturer scales

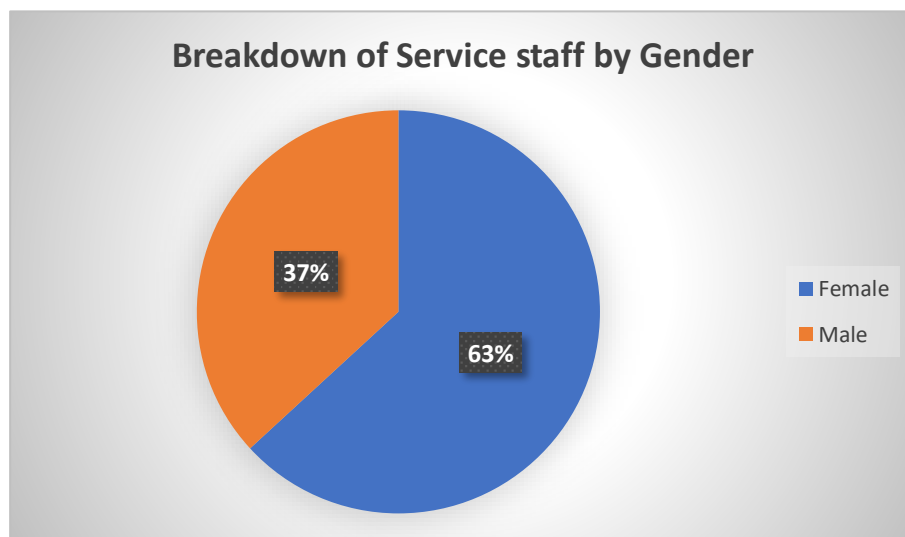
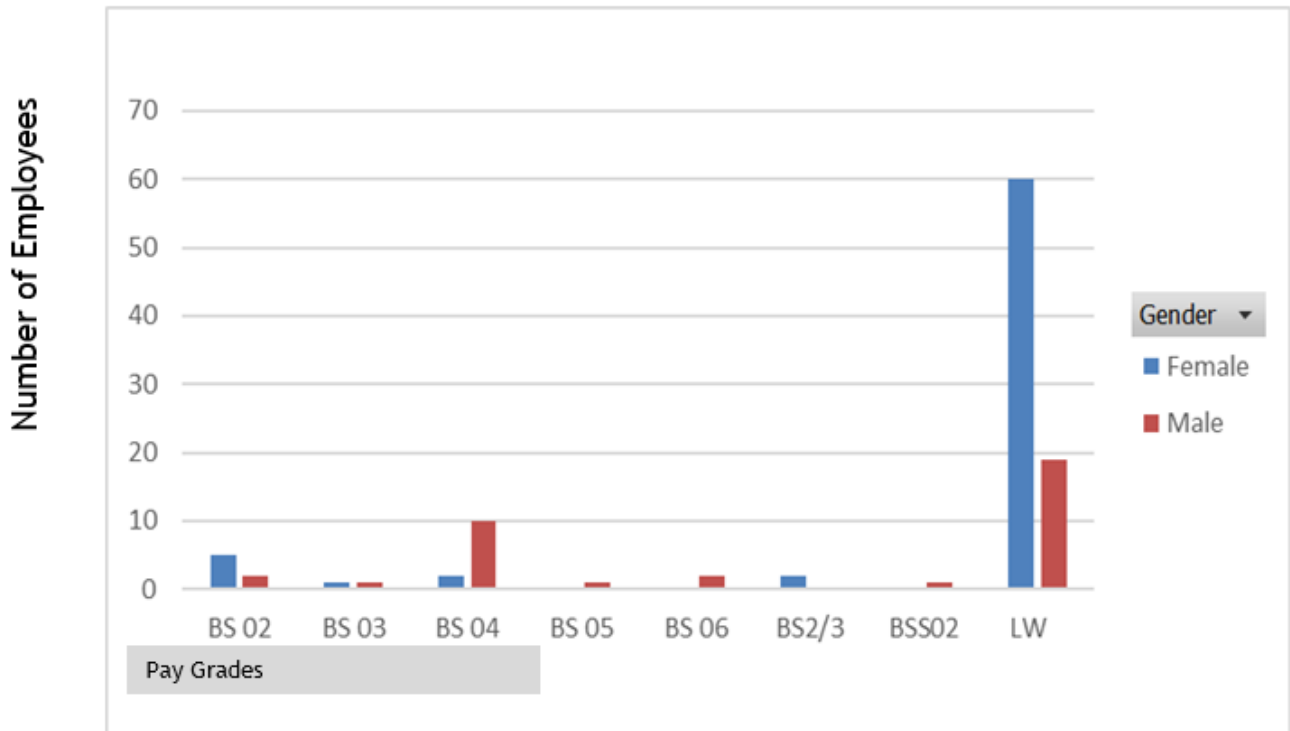




### 3.3 – Comparison of Male and Female staff on Management scales



### 3.4 – Comparison of Male and Female staff in Service Roles



**\*\* Catering Assistants  
Cleaners  
Estates**



Coleg Gŵyr Abertawe  
Gower College Swansea

# Equality Matters

**Mae**

**Cydraddoldeb**

**yn Bwysig**