

# CCG Annual diversity report 2021 / 2022

## March 2023

### Welcome and aims for this report:

CCG merged with Greater Brighton Metropolitan college on 1 August 2022, meaning that the expanded group now consists of 7 colleges, based at 10 campuses, with a staff team of approximately 3,000 full and part time employees. The HR data which underpins this report is currently held in two databases, which are shortly to be merging and so, whilst we have worked hard to bring together our key equality data for this report, we fully intend to develop our reporting capabilities over the next year. We also are in the midst of agreeing our new priorities and plans, and so in this respect also, we expect to build on this over the next year.

The Group remains fully committed to promoting a diverse and inclusive workforce and we are working on a strategy to ensure we develop and deliver on our Diversity commitments.

New initiatives such as the training on unconscious bias, an updated E,D and I policy and the introduction of staff groups were all introduced in the year 2021 – 2022. The work is spearheaded by the E,D and I Steering Committee.

Monitoring staff data in relation to diversity remains a cornerstone of our commitment to diversity and we routinely send out reminders to staff to check and update their personal data.

### The aim of this report is to...

- Share information about our staff with protected characteristics
- Be open about our plans and our progress in relation to Equality
- Demonstrate how we meet our objectives under the Equality Act.

Thank you for reading it.





## Some of our achievements in 2021 / 2022

<b>We said we would....</b>	<b>And we have:</b>
Hold a 'welcome back' event for students focusing on inclusivity and wellbeing	Delivered across the group for students returning from periods of working from home following Covid.
Celebration of international student diversity & culture	Completed summer 2022
Focus from Student Unions on E, D & I	This is an ongoing focus.
E, D & I statements included as part of curriculum intent	Included
Establish and embed the staff groups	We have established staff groups in relation to race, LGBT status, religion and neuro diversity. We think we need to do more to support and develop these groups and that is a focus moving forward.
Review E, D & I policy	Legacy policies from both organisations were reviewed and a new policy for the merged group was launched.
Ensure regular training is available for staff in relation to Equality, Diversity and Inclusion	Mandatory training for all staff is in place and the course was refreshed before September 2022.
Set up a programme for Allies	Not completed yet, still on action plan.
Review the CCG Disability Disclosure and Reasonable Adjustment Policy	Completed and the new process is live across the whole organisation.

## Learning about our people.....

<p><b>Gender</b></p> <p>(This data set captures staff legal gender).</p> <ul style="list-style-type: none"> <li>• 63.8% of CCG staff are female; 36.2% are male</li> <li>• In management roles, the split is 50.7% female and 49.3% male.</li> <li>• 5 staff have self-selected a non-binary gender identity</li> <li>• 75% of our part time staff are females.</li> </ul> <p><u>Our aims in relation to Gender</u></p> <ul style="list-style-type: none"> <li>• We are currently unable to record any genders other than male and female. We want to get better at capturing this data.</li> <li>• We want to engage with the workforce in a discussion about the use of pronouns.</li> <li>• We need to ensure that training, development and promotional opportunities are equally open to staff of all genders.</li> </ul>	<p><b>Disability</b></p> <ul style="list-style-type: none"> <li>• We recognise a wide range of disabilities, including physical, mental and learning disabilities</li> <li>• 8% of staff have a disability, over 50% of which are full time members of staff.</li> <li>• Mental health conditions account for approximately 12% of all disabilities.</li> </ul> <p><u>Our aims in relation to disability:</u></p> <ul style="list-style-type: none"> <li>• We have been rolling out the disability reasonable adjustments process and we need to ensure that these are embedded.</li> </ul>	<p><b>Ethnicity</b></p> <ul style="list-style-type: none"> <li>• 11.7% of staff claim an ethnicity which is not white British.</li> <li>• Crawley is the most ethnically diverse campus with 20% of staff coming from a 'BAME' background</li> </ul> <p><u>Our aims in relation to Ethnicity:</u></p> <ul style="list-style-type: none"> <li>• To have a discussion about terminology, including the use of the term 'BAME'.</li> <li>• To support the newly formed BAME staff group to develop and grow</li> <li>• To agree the categories for reporting</li> <li>• To study the data from the Census to better understand the communities we operate in.</li> </ul>
<p><b>Age profile</b></p> <ul style="list-style-type: none"> <li>• Our staff range from 8 years to 80 years; the average age is 46.1 years young.</li> <li>• 1.8% of staff are under age 21 and 5.3% are in the age 65 plus bracket.</li> </ul>	<p><b>Sexual orientation</b></p> <ul style="list-style-type: none"> <li>• 3.9% of staff identify as gay, lesbian or bi sexual, although</li> <li>• 20.4% of staff do not feel comfortable to share their sexual orientation</li> </ul> <p><u>Our aims in relation to Sexual orientation:</u></p> <ul style="list-style-type: none"> <li>• To support the staff group to develop across the Group</li> <li>• To support particular events, such as Worthing and Chichester Pride.</li> </ul>	<p><b>Religion and belief:</b></p> <ul style="list-style-type: none"> <li>• 22.2% of staff have not provided this information, 11.6% 'prefer not to say' and 24.4% have no religion.</li> <li>• 33.5% of staff are Christian.</li> <li>• The 'some other belief' category has 11 specified beliefs, including Pagan, Spiritualist, Jedi and Agnostic.</li> </ul>



## Aims and objectives

1. Develop a single E,D and I action plan for the 3 year period 2023 - 2026
2. Review our approaches across the group in order to develop clear and consistent practices, and ensure an inclusive approach is embedded across all our people policies.
3. Review and update the mandatory training for all staff in relation to Diversity.
4. Develop further training on a range of E,D and I topics, in a modular format, so that all staff have access to insightful training.
5. Review our 'disability confident' employer status and look at our practices across the merged group in relation to employment and recruitment.
6. Analyse the data from the 2021 Census so that we have a good understanding of the community we serve.
7. Strive for greater consistency across the group so that every staff member, learner and visitor's experience of the Group is a positive one.
8. Support the staff groups.

**HR Team**  
**March 2023**