

Equality, Diversity and Inclusion Review – Summer 2026

The college continues to demonstrate a **strong inclusive culture**, with staff reporting high levels of respect, wellbeing and support, and students from a range of backgrounds accessing provision successfully.

The analysis of staff and student demographic data highlights several important differences:

- The **most significant finding is the gap in ethnic diversity**. The student cohort shows meaningful diversity, with around a third of students from minority ethnic backgrounds, whereas the staff workforce is overwhelmingly White British.
- There is also a **gender imbalance in opposite directions**, with staff predominantly female and students predominantly male, which is typical of the sector but important to consider in terms of representation and role modelling.
- All students have **identified SEN and EHCPs**, while staff disability disclosure is relatively low, with some staff choosing not to disclose. This may indicate a need to build confidence around equality monitoring.
- Students also show **greater religious diversity than staff**, although student data in this area is not yet fully complete.

Overall, the college is meeting its statutory duty to monitor equality information.

This demonstrates that leaders have a **clear understanding of equality issues within the college and are using data to inform future planning**, which aligns well with Ofsted expectations and the Public Sector Equality Duty.

Data Tables – Staff vs Students

Table 1: Core Demographics Comparison

Characteristic	Staff (n=12)	Students (n=28)
Female	83%	36%
Male	17%	64%
SEN / Disability	17% disclosed	100% SEN/EHCP
Prefer not to say (disability)	17%	Not applicable



Table 2: Ethnicity Breakdown

Ethnicity	Staff	Students
White British / Irish	92%	68%
Pakistani	0%	7%
Chinese	0%	11%
Indian	0%	7%
Black African	0%	7%
Arab (Other)	0%	4%
Prefer not to say	8%	Not recorded

Table 3: Religion

Religion	Staff	Students*
No religion	92%	Majority not recorded
Christian	8%	At least some represented
Muslim	0% reported	At least some represented

*Student data incomplete

Table 4: Sexual Orientation

Category	Staff	Students
Heterosexual	92%	Not collected
LGBTQ+	8%	Not collected

Table 5: Age

Group	Staff	Students
19–22	0%	100%
25–64	100%	0%
Average age	Not specified	20.7