

# **Peter Symonds College**

## **Staff and Student Profile in Relation to Protected Characteristics 2023-24**



### **Students**

In 2023-24, a total of 4966 students (excluding AHED Leisure Students) were on roll at the college, over both the sixth form college and the adult and higher education sites.

#### **Sixth Form College (SFC)**

In 2023-24, 4,589 students were aged 16-18. The gender split was 57% female and 43% male. 17% of learners were from minority ethnic groups. 25% of learners had a learning difficulty or disability.

#### **Adult and Higher Education (AHED)**

In 2023-24, of the 49 Advanced Learner Loans, 80% were female and 20% male.

The college has an emerging programme of higher education courses. In 2023-24, there were 96 enrolments on HE courses, 80% were female and 20% male.

At AHED, 15% of learners were from minority ethnic groups. 18% of learners had a learning difficulty or disability.

### **Staff**

Female staff equate to 69% of the workforce and are well represented at all levels. 2% of our staff declare themselves to have a disability, although it is likely a much greater percentage have medical conditions which in fact constitute disabilities under the 2010 Equality Act.

Our percentage of staff who come from an ethnic minority is approximately 18%.

Our workforce continues to age, with 52% being aged 51 or over.

#### **Senior Management Team**

60% of the Senior Management Team are over 50 years old, with 40% being below 50. The percentage of the Senior Management Team from an ethnic minority is 20% and none of them have declared a disability.

#### **Board of Governors**

There is a maximum of twenty-one governors on the Board and, as at 31 July 2024, there were nineteen in post, plus a co-opted governor. Of these, 60% were male and 40% female. No one on the Board has disclosed that they have a disability. The percentage of governors who come from an ethnic minority was 26%.

Towards the end of the summer term of 2024, the Search & Governance Committee considered existing and forthcoming vacancies against the existing profile of the Board. In addition to seeking particular skills to meet the Board's needs, it recommended that there be a focus on maintaining and improving diversity across a range of characteristics.