

Equality, Diversity and Inclusion

Applicant Data by Protected Characteristics 2021- 2022

Resources/benchmarking

Latest AoC Workforce Survey (2019/20) which was published in November 2021.

Wirral Intelligence Service

2020/21 Wirral Met EDI statistics

NOMIS (ONS service)

Background

In 2021, there were 98 vacancies through the iTrent system compared to 140 vacancies in 2020. Of the vacancies in 2021, there were 644 applicants and in 2020, there were 685 applicants. In addition to this, the College amended its recruitment and selection policy during 2021 to allow for CVs to be accepted for roles that were identified as hard to fill, in practice this amounted particularly to those in Construction and Engineering. This is in line with the findings of the AoC Workforce Survey which states that the top two most difficult to fill posts in 2019/20 nationwide were teaching jobs in construction and engineering. The details of the Taking Teaching Further scheme were added to the Work for Us page during the reporting period in an effort to attract more candidates direct from industry. It is likely that some of those applicants may be in the older age ranges as it may attract those who no longer wish to work manually full time.

There is no particular job role that people in the different protected characteristics groups are applying for, it is a broad spectrum across the College. The highest number of applicants are seen in those roles with high turnover such as Cleaners and Learning Support Assistants. Turnover remains higher in the support grades than in teaching and management and that is mirrored in the AoC Workforce survey.

All applications were anonymised when sent to the shortlisting Manager so none of the protected characteristics were showing. Protected characteristics were also not presented for those applying via CV.

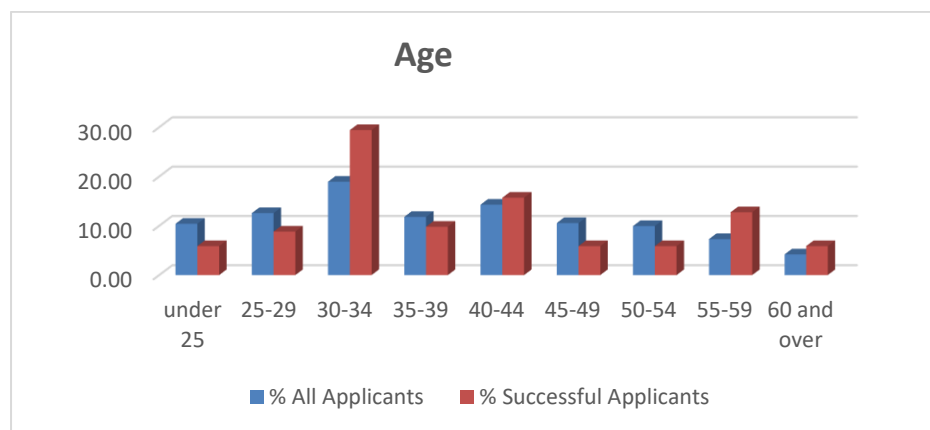
Vacancies were scheduled to appear on social media a number of times throughout the period that the vacancy was open and midway through 2021 the College also started to advertise roles on Indeed in order to reach a larger audience. During 2021 applicants registering interest via Indeed were directed to apply via the College's online system however this potential barrier has been removed with effect from the start of 2022 and should lead to a higher number of applicants to be reported on next year.

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Towards the end of 2020, iTrent was updated to ensure that the completion protected characteristics information for applicants was mandatory. This has significantly reduced the amount of unknowns in the 2021 statistics.

Data range from January 2021 to December 2021.



Age	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Under 25	67	10.40	5.88	6
25-29	81	12.58	8.82	9
30-34	122	18.94	29.41	30
35-39	76	11.80	9.80	10
40-44	92	14.29	15.69	16
45-49	68	10.56	5.88	6
50-54	64	9.94	5.88	6
55-59	47	7.30	12.75	13
60 and over	27	4.19	5.88	6
Total	644	100%	100%	102

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Age

Fewer applicants in the age range 25-29 were seen in 2021 compared to 2020 however there was a large increase in applicants in the age range 30–34. The 30-34 age group was the one with the highest percentage conversion to successful applicants which is an encouraging sign given that Wirral Met College has an ageing workforce. The other age group with a high conversion rate of successful applicants compared to applications received was 55-59. It is a positive that there were appointments made in every age bracket.

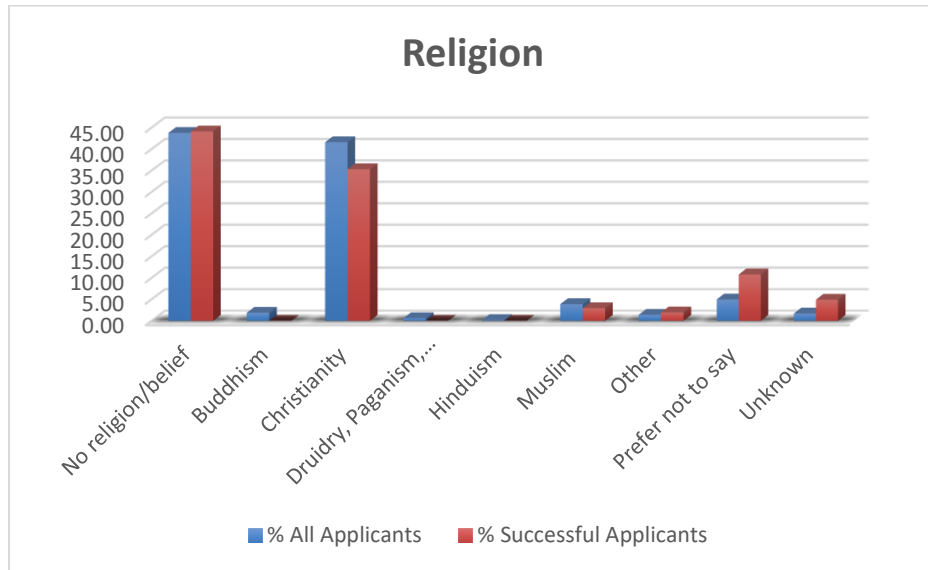
Compared to 2020, there was a significant reduction in over 60's who applied for roles in 2021 however 22% of over 60s who did apply were successfully appointed to roles.

Conclusion

During 2021, 70% of appointments made were within the age range of 44 years and under which indicates that there is a pipeline of younger staff coming into the College which will aid succession planning. The College has a range of family friendly policies in place to support flexible working for both those with childcare responsibilities and those who have caring responsibilities for ageing relatives and who may wish to explore flexible retirement. This makes WMC an attractive employer for those with family commitments.

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Religion	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
No religion/belief	282	43.79	44.12	45
Buddhism	12	1.86	0.00	0
Christianity	268	41.61	35.29	36
Druidry, Paganism, Wicca	4	0.62	0.00	0
Hinduism	1	0.16	0.00	0
Muslim	25	3.88	2.94	3
Other	9	1.40	1.96	2
Prefer not to say	32	4.97	10.78	11
Unknown	11	1.71	4.90	5
Total	644	100%	100%	102

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Religion

Christianity was the religion stated for 40% of applicants in 2021 which is the same as 2020.

Those applicants who have no religion was virtually the same in 2021 as in 2020 at 44%.

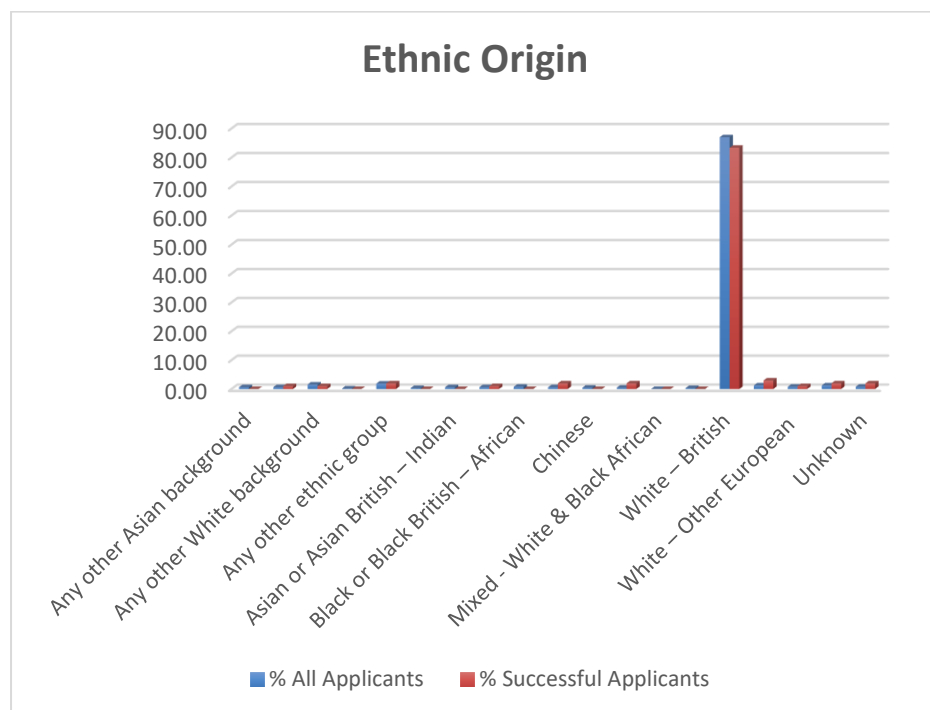
The amount of Unknowns reduced from 56 in 2020 to 11 in 2021 although the number of Prefer not to say did increase slightly.

Conclusion

Wirral, as an area, is historically predominantly Christian (including Roman Catholicism). It is therefore not surprising that 85% of applicants were either Christian or reported no religion or belief. There were a number of religions from where no applications were received and consideration should be given to ways of reaching potential applicants from under represented areas.

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Ethnic Origin	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Any other Asian background	4	0.62	0.00	0
Any other Mixed background	4	0.62	0.98	1
Any other White background	10	1.55	0.98	1
Any other background	1	0.16	0.00	0
Any other ethnic group	12	1.86	1.96	2
Asian or Asian British – Bangladeshi	2	0.31	0.00	0
Asian or Asian British – Indian	4	0.62	0.00	0
Asian or Asian British – Pakistani	4	0.62	0.98	1
Black or Black British – African	5	0.78	0.00	0
Black or Black British – Caribbean	4	0.62	1.96	2
Chinese	3	0.47	0.00	0
Mixed - White & Asian	3	0.47	1.96	2
Mixed - White & Black African	0	0.00	0.00	0
Mixed - White & Black Caribbean	2	0.31	0.00	0
White – British	560	86.96	83.33	85
White – Irish	8	1.24	2.94	3
White – Other European	5	0.78	0.98	1
Prefer not to say	8	1.24	1.96	2
Unknown	5	0.78	1.96	2
Total	644	100%	100%	102

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Ethnic origin

As in 2020, the 2021 applicants were predominantly White-British and this statistic has increased since 2020. However, discounting Unknowns and Prefer not to say, we had 11.02% of applicants who declared as categories other than White British which is in contrast with the BAME population of Wirral which stood at 5.46% in the 2011 Census. Taking the very low percentage of BAME individuals living in this area, we have attracted approximately double that amount in applications. It is worth bearing in mind that a more recent Census was carried out in 2021 which may show an increase in the BAME population in Wirral. These results are due to be published in May 2022 and will therefore be used for benchmarking in next year's report.

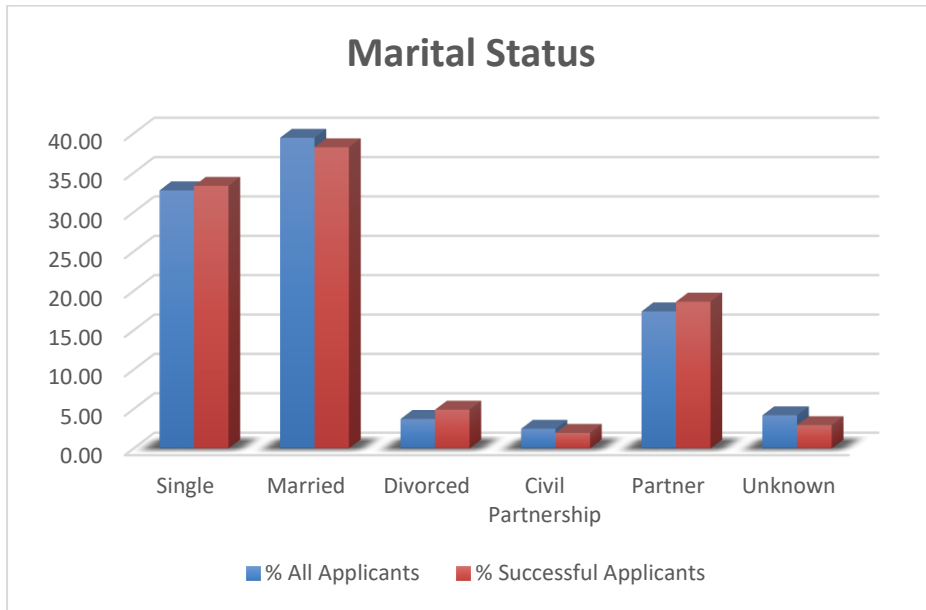
Conclusion

It was reported last year via <https://www.wirralintelligenceservice.org> that the BAME population had continued to grow and indicated that there would be more school age leavers looking for work in 2021 BAME which has been borne out in this report. Of the 102 appointments made, 12.75% were from other ethnicities than White British.

The amount of Unknowns has dropped from 8% to less than 1% which means that this is a more accurate representation of the ethnicity of applicants compared to previous years.

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Marital Status	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Single	211	32.76	33.33	34
Married	254	39.44	38.24	39
Divorced	24	3.73	4.90	5
Civil Partnership	16	2.48	1.96	2
Partner	112	17.39	18.63	19
Unknown	27	4.19	2.94	3
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Marital Status

There are no major differences in the declarations of marital status compared to 2020. The percentage of Unknowns has reduced from 9.19% to 4.19% ensuring that we have a more accurate position.

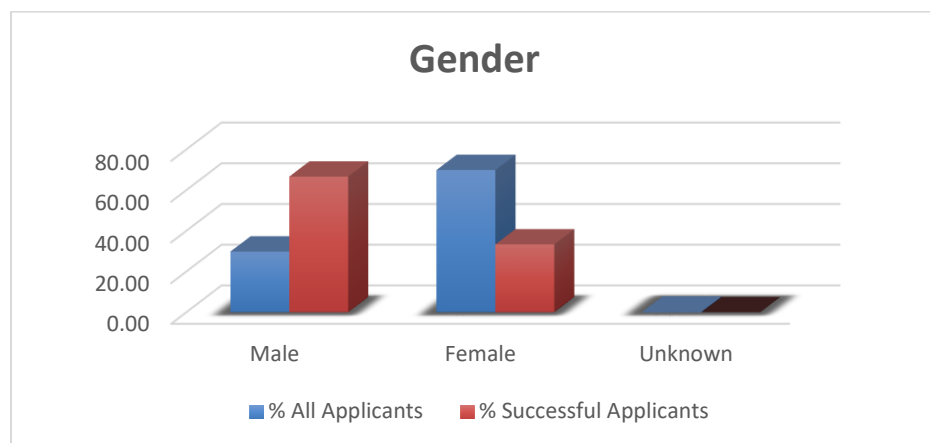
Predominantly single and married people made applications with virtually the same percentage being successful as those who had applied.

Conclusion

Over the last 3 years, all marital status figures have been virtually the same percentage and this is in proportion with the make-up of the general population.

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Gender	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Male	192	29.81	66.67	68
Female	450	69.88	33.33	34
Unknown	2	0.31	0.00	0
Total	644	100%	100%	102

Gender

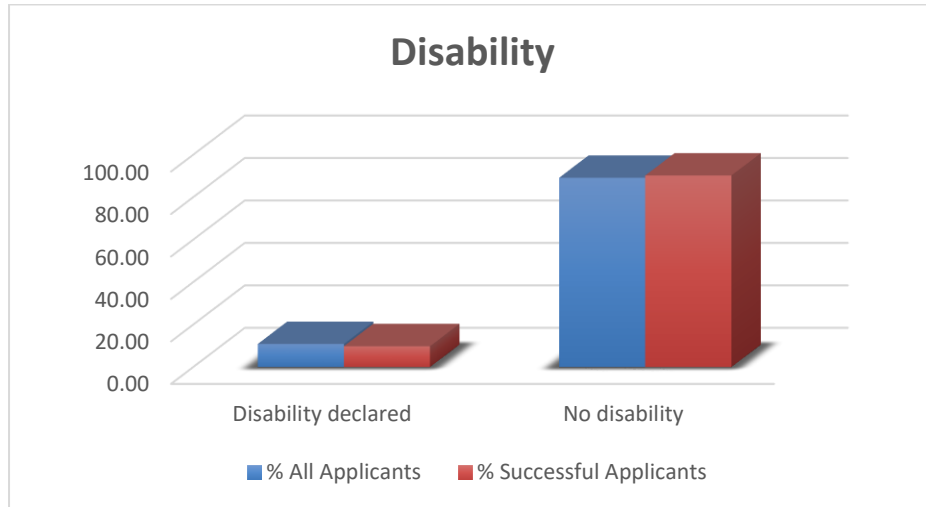
As in 2020, the majority of applicants in 2021 were female. This is in line with the workforce at Wirral Met College and the AoC Workforce Survey for the sector.

Conclusion

Less males and more females applied for roles compared to 2020 however more of the male applications received converted to successful appointments compared to the previous year. There were a number of vacant posts in Construction and Engineering during 2021 which are being filled due to a change in recruitment approach in 2022 and these are typically filled by males. This should make a positive impact on the figures in next year's report.

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Disability	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Disability declared	70	10.87	9.80	10
No disability	574	89.13	90.20	92
Total	644	100%	100%	102

Disability

Around 90% of applicants declared no disability in 2021 compared to 83% in 2020 with the majority being offered roles. The percentage of successful applicants for both categories was in line with the percentage of applicants.

Over the last 3 years, there has been a steady increase in applicants declaring they are disabled.

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Conclusion

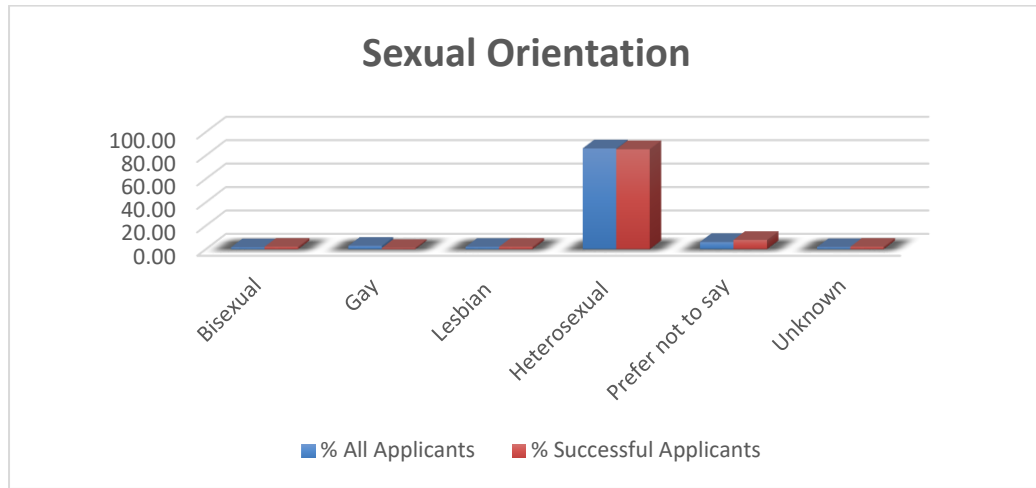
WMC is a Disability Confident employer where those applicants who declare they have a disability and meet the essential criteria will be offered an interview as part of the Guaranteed Interview Scheme.

The 2011 census advised that out of a total population of 324,000 Wirral residents, over 72,000 had a disability which is a very high percentage of 22%. It is worth bearing in mind that the disability declaration asked for employment purposes is with regards to the impact that the disability has on the ability to carry out day to day activities which is not the same as having a disability as some people may feel that their disability does not impact on their life. This may partly account for the lower figure seen in applications compared to the general population.

The WMC website has the Equal Opportunities policy on the 'Work for us' and Indeed page and advertises that we are an inclusive college. Consideration should be given to additional promotion of the adaptations in place for disabled people including lifts, ramps, disabled toilets, adaptive software etc.

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Sexual Orientation	Number	% All Applicants	% Successful Applicants	Number Successful Applicants
Bisexual	10	1.55	1.96	2
Gay	18	2.80	0.98	1
Lesbian	12	1.86	1.96	2
Heterosexual	554	86.02	85.29	87
Prefer not to say	39	6.06	7.84	8
Unknown	11	1.71	1.96	2
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Sexual orientation

Predominantly heterosexual people have applied for roles over the last 3 years which is in line with the general population.

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Conclusion

There has been a big reduction in Unknowns from 7.88% in 2020 to 1.71% in 2021 which has resulted in a significant increase in Bisexual and Lesbian declarations which would appear to indicate that applicants felt more comfortable in disclosing their sexual orientation. This is in line with the increased awareness and prevalence of LGBTQ+ groups and issues nationwide.

Summary

WMC can further encourage applications by making ourselves an employer of choice. Actions on this have commenced in 2022 and the effects of this should be seen in next year's report. Barriers to application have been removed and work is underway on improving employer branding and the overall candidate experience.

Hard to fill roles and vacancies at WMC are in line with the sector as a whole, predominantly in Construction and Engineering. Actions are underway to address this including the lengthening of pay scales for teaching and training grades 7 and 8 across the college. This will be particularly attractive in those roles where industry pays well in order to attract candidates into education. Further development and promotion of staff benefits including a dedicated benefits portal and smartphone app will also be ongoing in 2022.

Increased positive posting on social media with regards to what it is like to work at the College, the benefits we offer, testimonials from existing staff, and externally publicising the days that we celebrate and support such as different faith days/festivals in addition to our support of the LGBTQ+ community may encourage more applications from under represented faiths and sexual orientation groups.

It is also recommended that we provide training on unconscious bias for line managers and ensure that there is at least one manager trained in this on each interview panel.

There is an overarching action plan that comes from the EDI Steering Group.