

## Staff Equality Monitoring at SFX 2016/17

### Introduction

St. Francis Xavier College aims to create a community for students and staff that proclaims Jesus Christ, the way, the truth and the life. This community has at its foundation a respect for all individuals regardless of any protected characteristics.

The College is always mindful of any disadvantage or discrimination for a particular group and the promotion of equality of opportunity for all. All policies and procedures are considered in the light of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In line with the Equality Act 2010 the following is a summary of the staff monitoring which was carried out by the College for the academic year 2015/16.

### Grievance and Disciplinary 2016/17

In an organisation of the size of St. Francis Xavier College (approximately 170 employees) it is difficult to maintain confidentiality of staff when reporting on issues of grievance and disciplinary. There were no grievances brought by employees in the 2016/17 academic year and 2 members of staff were subject to disciplinary procedures. Details of the protected characteristics of these staff are held in the HR department but reveal no significant trends.

### Retention 2016/17

Leavers																			
Length of Service				Gender		Ethnicity						Age		Religion				Disability	
0-5	6-10	11-20	20+	Female	Male	White	BC	BA	Mixed	Asian	Other/Not known	20-40	41+	Catholic	Other Christian	Other	None	Yes	No
25	6	3	3	28	9	17	7	5	1	3	4	25	12	12	6	5	14	4	33

### Exit Interviews 2016/17

No equality issues were identified at exit interviews held with leavers during the 16/17 year.

## Recruitment Profile (Academic Year 2016/17)

Recruitment for 16 – 19 sector

214 applicants for 21 vacancies

Of which

139 were female      66%

73 were male        34%

21 offers/appointments

Of which

76% female

24% male

### Denomination:

Catholic                    11%

Christian Other          40%

Other                        8%

None (or none given)    41%

### Ethnicity:

Headcount 214

	Recruitment for 16-19 sector	
	Teachers	Support
<i>White</i>		
Irish	2	
British	22	8
European	44	1
Other	2	1
<i>Mixed</i>		
White/BC	2	1
White/BA		
White/Asian		2
Other	2	1
<i>Asian</i>		
Indian	5	6
Pakistani		1
Other	3	4
<i>Black</i>		
Caribbean	9	8
African	14	9
Other	2	
<i>Chinese</i>	1	
<i>Any Other</i>	2	2
<i>Not given</i>	25	35
Ethnic Minority %	35%	
	135	79

**Disability  
Headcount**

<b>5 (of 214 applicants) declared a disability</b>	<b>2.3%</b>
<b>2 appointed</b>	<b>0.9%</b>
<b>2 met min. criteria for interview</b>	<b>0.9%</b>

**Figures have been taken for the duration 1 September 2016 to 31 August 2017. Figures include internal recruitment.**

### Staff Profile (Academic Year 2016/17)

**16 – 19 Sector**

161 on payroll

Of which

Sex:

105 are female            65%

56 are male                35%

Age:

Over 50 years            36%

Under 30 years            19%

**Community Education**

11 staff on payroll

Of which

Sex:

9 are female              82%

2 are male                18%

Age:

Over 50 years            82%

Under 30 years            0%

**Denomination:**

Catholic                    30%

Christian Other            34%

Other                        11%

None (or none given)    25%

**Ethnicity**

Headcount: 172

	16-19		Community Education
	Teachers	Support	
<b>White</b>			
White			
Irish	10	1	
British	38	26	4
European	9	22	3
Other	1	1	1
<b>Mixed</b>			
White/BC	1		
White/BA		2	
White/Asian			
Other	3		
<b>Asian</b>			
Indian	2	1	
Pakistani		1	
Other	3	5	
<b>Black</b>			
Caribbean	7	5	2
African	4	10	
Other	3	2	
<b>Chinese</b>			
<b>Any Other</b>	3	1	1
<b>Not given</b>	1		
<b>Ethnic Minority %</b>	34%		27%
	85	76	11

Includes CMDC (7 teaching staff, 2 support staff)

Figures taken as at 26.5.17 and includes staff on fixed term contracts.