

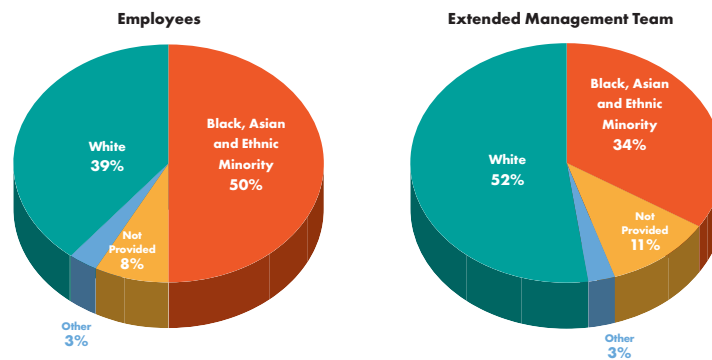


Staff and Governor Diversity Profile 2022-23

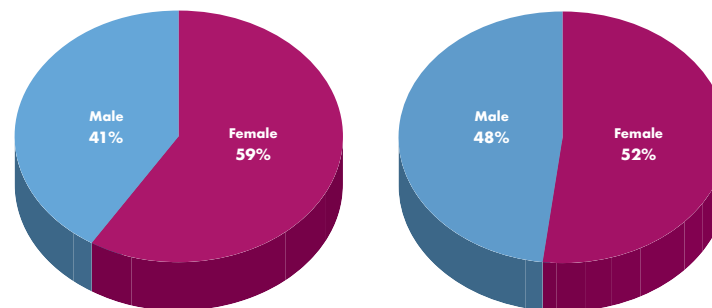
Staff

As an inner London College, UCG is proud of its diverse and multi-skilled workforce, in terms of gender at 59% in favour of females, disability at 7% and in regard to ethnicity, 50% of UCG teaching staff and 53% of support staff are from an ethnically diverse background. Most noticeably, in the past two years UCG have moved from having 16% ethnically diverse staff at management level to 34% in October 2022 – which meets the KPI agreed with the Finance and Resources Committee, for the representation of managers from a black or ethnic minority background.

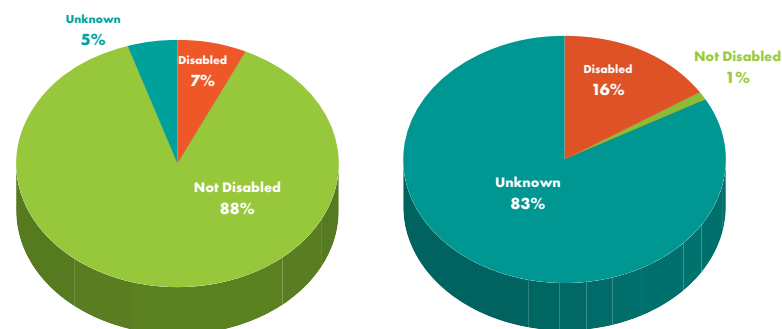
Ethnicity



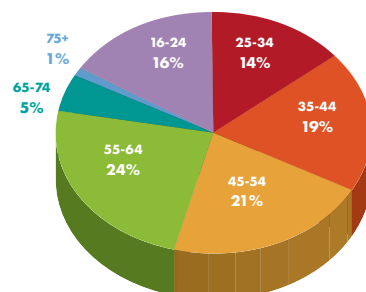
Gender



Disability



Age



UCG are committed to improving the recruitment and promotional opportunities for under-represented staff, so as to ensure a diverse mix of staff at every level in the organisation. This aim is reflected in a number of key initiatives that support the intention to encourage internal progression through our “Grow your Own” approach :

- Developed a Succession Planning Framework that includes in the criteria gender, ethnicity, age and disability.
- Monitored the diversity profile of staff selected for the ILM Accredited Management Development Programmes such as Aspiring for Leadership and Achieving Results Through People and to use these as opportunities for Positive Action.
- Further promoted the internal mentoring programme to support the career development of staff such as those of Black Asian and Minority Ethnic heritage who are under-represented at managerial levels in UCG.
- Developed steps to encourage the improvement of the disclosure of ethnicity and disability at recruitment and during employment.
- Used HR monitoring data to help anticipate the implications of the age profile for key posts. This will allow UCG to futureproof the Group in terms of talent, experience, and knowledge.
- Monitored the diversity profile of staff for internal promotions and secondments.
- Introduced Key Performance Indicators to improve the under-representation of groups such as female staff at the SMT level.
- Encouraged and supported staff participated in the AOC’s Aspiring Black Asian and Minority Ethnic Leaders Coaching programme.
- Introduced post interview coaching sessions. From this further career development opportunities are identified and supported by UCG, such as the Black Women’s Leadership Course from the AOC. This innovative approach provides not only valuable support to help retain existing staff it also acts as a pathway to gain feedback on any potential barriers (perceived or actual) to the recruitment and selection process.

Alongside these activities are a range of other related steps to support and attract applications from the widest talent pool such as:

- Carefully consider which requirements are 'essential' and to use desirable criteria wherever possible to open up roles to all and in particular potential applicants with a disability, who will automatically be offered an interview if they meet the minimum (essential) criteria, in line with the quality Act and a core commitment of being a Disability Confident Employer.
- Raise awareness of how certain criteria may impact disproportionately to disadvantage specific groups which may be discriminatory under the Equality Act 2010 and should be always avoided.
- A clear statement on the acceptance of equivalent overseas qualifications.
- Interview panel members selected from a diverse group which aim to reflect and demonstrate a mix of characteristics, specifically in relation to age, disability, ethnicity, and gender.
- In line with the Equality Act 2010 UCG's use of positive action to encourage and support the appointment of applicants from under-represented groups where relevant.
- To help increase the diversity profile of applicants especially those of Black, Asian or Minority Ethnic heritage, UCG places vacancies on the recently introduced job board launched by the Black Leadership Group. This sits alongside the continuous use of bespoke sites which have a specific focus on those with a disability and social media sites such as LinkedIn for general vacancies and specialised trade magazines within areas such as Plumbing, Engineering, Facilities and Finance.

The integrated approach outlined are vital steps in UCG reaching its commitment to increase the percentage of ethnically diverse managers to 40% by the end of 2024 and to further strengthen the ambition to have a more diverse staff profile at all levels throughout UCG.

Governors

Those Governors who make up the Corporation come from a variety of backgrounds, bringing a range of skills, expertise, and ways of thinking to be able to constructively support and challenge the College Senior Leadership Team.

Similar, to the best practice used for staff, the diversity of the Corporation is regularly monitored. All Governors are requested to complete an Equality and Diversity Monitoring Form, which covers the protected characteristics. This data is used to monitor the diversity composition of the Board and to set annual Key Performance Indicators (KPIs) to improve the diversity profile of the Governing Board in terms of ethnic origin and gender. Currently the Corporation comprises 45% from ethnically diverse backgrounds and 45% are female. The aim is for this to increase to 50% when vacancies arise, remembering that appointments are made on merit and the need to fulfil the skills and knowledge gaps.

An effective board should also have diversity of thought, ideas and be comprised of people of different races, genders, sexual orientation and disabilities. UCG are very proud that the Corporation has one of the most diverse boards in FE.