

# LIPA

THE LIVERPOOL INSTITUTE FOR PERFORMING ARTS

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## Equality and Diversity

### Definitions

**Equality** is based on the legal obligation to comply with anti-discrimination legislation. Equality protects people from minority groups from being discriminated against and gives people the same opportunities regardless of their group membership;

**Diversity** recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued. They may include, but are not limited to, differences protected by anti-discrimination legislation;

**Equality and diversity** describes an approach that embraces difference and treats each individual fairly and with dignity and respect, free from harassment and bullying.

(AUA/HEEON/ECU: A-Z Equality and Diversity)

### Equality Act 2010

Under the Equality Act 2010, we have a duty to publish information to demonstrate that we have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The information we publish must include:

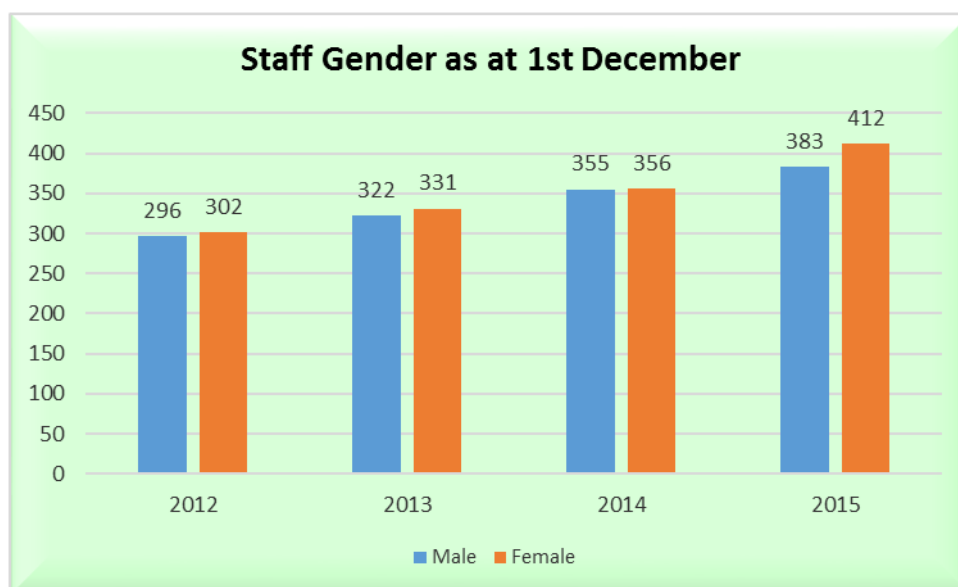
1. Information relating to people who are affected by our policies and practices (principally students);
2. Information relating to employees who share protected characteristics.

Of the nine protected characteristics, we have decided we will only collect and publish data on:

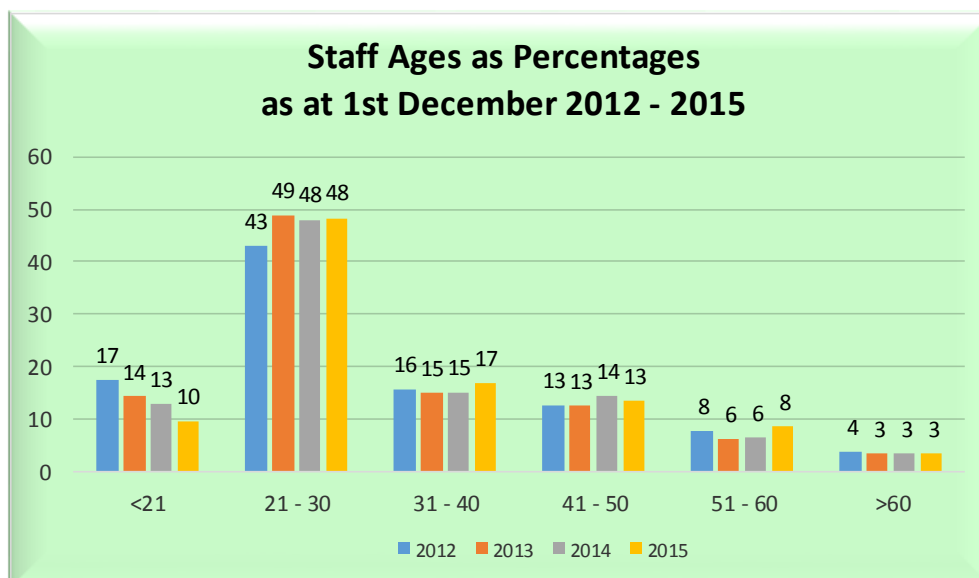
- Age;
- Disability;
- Race (Ethnicity);
- Sex (Gender).

The following equality data provides information relating to our staff and is published in a format which complies with our legal obligations in relation to the Data Protection Act 1998.

## Gender



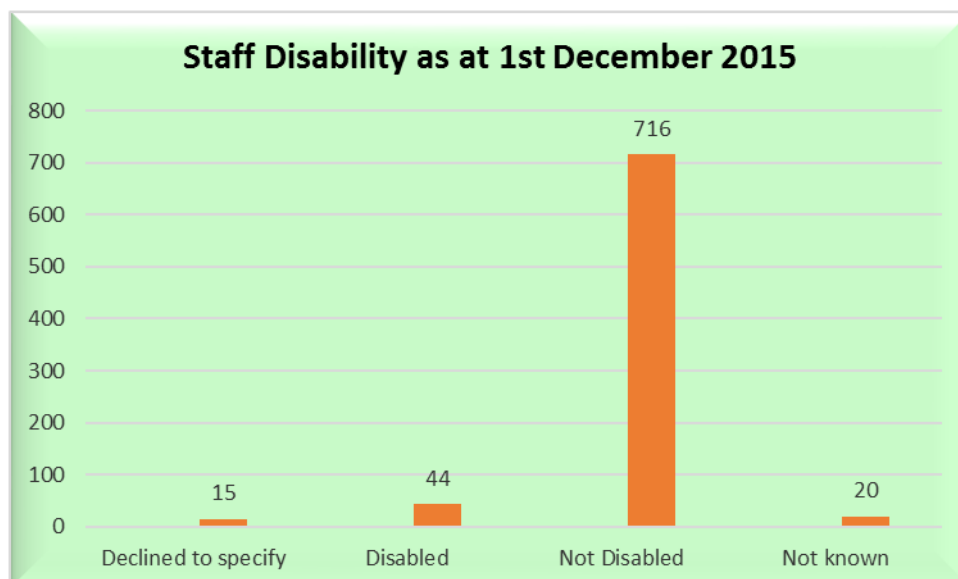
## Age



## Ethnicity

Ethnic Description	1st December					2015 Percentages	
	2012	2013	2014	2015	2015 Percentages		
Arab	0	0	1	1	0.13	0.13	
Any other Asian background	4	6	6	6	0.75	1.38	
Asian or Asian British - Indian	1	1	4	4	0.50		
Asian or Asian British - Bangladeshi	0	0	1	1	0.13		
Black or Black British - African	2	1	1	2	0.25	1.13	
Black or Black British - Caribbean	5	7	9	7	0.88		
Other Black Background	2	1	1	0	0.00		
Chinese	4	4	3	3	0.38	0.38	
Other Mixed background	9	8	9	8	1.00	3.14	
Mixed - White and Asian	2	2	4	3	0.38		
Mixed - White and Black African	1	1	1	1	0.13		
Mixed - White and Black Caribbean	6	7	9	13	1.63		
Any other background	1	1	1	0	0.00	1.38	
Not Stated/information Refused	9	2	4	7	1.38		
Other Ethnic Background	4	4	3	2	0.25	0.25	
Any other White background	0	0	6	7	0.88	92.25	
Other White Background	0	0	11	28	3.50		
White	435	538	419	331	41.43		
White British	14	12	206	356	44.56		
White Irish	1	0	8	11	1.38		
White Scottish	0	0	5	4	0.50		
<b>Grand Total</b>	<b>500</b>	<b>648</b>	<b>715</b>		<b>100</b>	<b>100</b>	

## Disability



Nature of Disability - 1st December 2015		
	Numbers	Percentages
Blind or a serious visual impairment uncorrected by glasses	0	0.00
Deaf or serious hearing impairment	2	4.55
Long standing illness or health condition e.g. cancer, HIV, diabetes etc.	3	6.82
Mental health condition, such as depression, schizophrenia or anxiety disorder	3	6.82
Physical impairment or mobility issues e.g. difficulty using arms or legs	2	4.55
Social/communication impairment e.g. Asperger's or other autistic disorder	1	2.27
Specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	26	59.09
Two or more impairments detailed above	3	6.82
Not specified	4	9.09
<b>Totals</b>	<b>44</b>	<b>100.00</b>

### Staff Recruitment: January – December 2015

<b>Teaching Posts:</b>			<b>3</b>
<b>Applications Received</b>			<b>50</b>
<b>Monitoring Forms Returned (%)</b>			<b>100</b>
<b>Ethnicity</b>	<b>%</b>	<b>Age</b>	<b>%</b>
Arab	0	16 - 20	0
Any other Asian background	0	21-25	8
Asian or Asian British - Indian	0	26 - 35	30
Asian or Asian British - Bangladeshi	0	36 - 45	30
Black or Black British - African	0	46 - 55	30
Black or Black British - Caribbean	0	56 +	2
Other Black Background	0	Not Known	0
Chinese	0		
Other Mixed background	2	<b>Gender</b>	<b>%</b>
Mixed - White and Asian	0	Male	82
Mixed - White and Black African	2	Female	18
Mixed - White and Black Caribbean	0		
Any other background	0	<b>Disabled</b>	<b>%</b>
Not Stated/information Refused	4	Yes	0
Other Ethnic Background	2	No	94
Any other White background	18	Not Stated	0
White	0		
White British	68		
White Irish	4		
White Scottish	0		

<b>Administrative Posts:</b>			<b>2</b>
<b>Applications Received</b>			<b>25</b>
<b>Monitoring Forms Returned (%)</b>			<b>100</b>
<b>Ethnicity</b>	<b>%</b>	<b>Age</b>	<b>%</b>
Arab	0	16 - 20	0
Any other Asian background	0	21-25	4
Asian or Asian British - Indian	4	26 - 35	36
Asian or Asian British - Bangladeshi	0	36 - 45	52
Black or Black British - African	0	46 - 55	4
Black or Black British - Caribbean	0	56 +	4
Other Black Background	0	Not Known	0
Chinese	0		
Other Mixed background	4	<b>Gender</b>	<b>%</b>
Mixed - White and Asian	4	Male	60
Mixed - White and Black African	0	Female	40
Mixed - White and Black Caribbean	0		
Any other background	0	<b>Disabled</b>	<b>%</b>
Not Stated/information Refused	0	Yes	0
Other Ethnic Background	0	No	100
Any other White background	0	Not Stated	0
White	0		
White British	88		
White Irish	0		
White Scottish	0		

<b>Technical Posts:</b>			<b>4</b>
<b>Applications Received</b>			<b>22</b>
<b>Monitoring Forms Returned (%)</b>			<b>100</b>
<b>Ethnicity</b>	<b>%</b>	<b>Age</b>	<b>%</b>
Arab	0	16 - 20	0
Any other Asian background	5	21-25	55
Asian or Asian British - Indian	0	26 - 35	32
Asian or Asian British - Bangladeshi	0	36 - 45	9
Black or Black British - African	0	46 - 55	0
Black or Black British - Caribbean	0	56 +	0
Other Black Background	0	Not Known	4
Chinese	0		
Other Mixed background	0	<b>Gender</b>	<b>%</b>
Mixed - White and Asian	0	Male	86
Mixed - White and Black African	0	Female	14
Mixed - White and Black Caribbean	0		
Any other background	0	<b>Disabled</b>	<b>%</b>
Not Stated/information Refused	5	Yes	0
Other Ethnic Background	0	No	86
Any other White background	0	Not Stated	14
White	0		
White British	90		
White Irish	0		
White Scottish	0		

<b>Manual Posts:</b>			<b>5</b>
<b>Applications Received</b>			<b>128</b>
<b>Monitoring Forms Returned (%)</b>			<b>100</b>
<b>Ethnicity</b>	<b>%</b>	<b>Age</b>	<b>%</b>
Arab	0	16 - 20	5
Any other Asian background	1	21-25	17
Asian or Asian British - Indian	1	26 - 35	22
Asian or Asian British - Bangladeshi	2	36 - 45	20
Black or Black British - African	4	46 - 55	32
Black or Black British - Caribbean	0	56 +	3
Other Black Background	2	Not Known	0
Chinese	1		
Other Mixed background	0	<b>Gender</b>	<b>%</b>
Mixed - White and Asian	1	Male	77
Mixed - White and Black African	3	Female	23
Mixed - White and Black Caribbean	1		
Any other background	1	<b>Disabled</b>	<b>%</b>
Not Stated/information Refused	0	Yes	4
Other Ethnic Background	0	No	94
Any other White background	5	Not Stated	2
White	79		
White British	1		
White Irish	0		
White Scottish	0		