

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.

Staff Recruitment: January – December 2020

HE Teaching Posts:			8
Applications Received			151
Monitoring Forms Returned (%)			100%
Ethnicity	Nos	Age	Nos
Arab	0	< 21	0
Any other Asian background	2	21 - 30	26
Asian or Asian British - Indian	1	31 - 40	67
Asian or Asian British - Bangladeshi	0	41 - 50	30
Black or Black British - African	1	51 - 60	23
Black or Black British - Caribbean	0	> 60	3
Other Black Background	1	Not Disclosed	2
Chinese	2		
Other Mixed background	7	Gender	Nos
Mixed - White and Asian	3	Male	110
Mixed - White and Black African	0	Female	39
Mixed - White and Black Caribbean	0	Not Disclosed	2
Any other background	2	Disabled	Nos
Not Stated/information Refused	2	Yes	3
Other Ethnic Background	0	No	145
Any other White background	25	Not Disclosed	3
White	0		
White British	101		
White Irish	4		
White Scottish	0		

Staff Recruitment: January – December 2020

HE Admin Posts:			3
Applications Received			97
Monitoring Forms Returned (%)			100%
Ethnicity	Nos	Age	Nos
Arab	0	< 21	3
Any other Asian background	1	21 - 30	62
Asian or Asian British - Indian	1	31 - 40	22
Asian or Asian British - Bangladeshi	1	41 - 50	7
Black or Black British - African	1	51 - 60	2
Black or Black British - Caribbean	0	> 60	0
Other Black Background	0	Not Disclosed	1
Chinese	0		
Other Mixed background	2	Gender	Nos
Mixed - White and Asian	1	Male	21
Mixed - White and Black African	1	Female	76
Mixed - White and Black Caribbean	0	Not Disclosed	0
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	1
Other Ethnic Background	1	No	95
Any other White background	5	Not Disclosed	1
White	0		
White British	82		
White Irish	1		
White Scottish	0		

Staff Recruitment: January – December 2020

HE Technical Posts:			0
Applications Received			0
Monitoring Forms Returned (%)			0
Ethnicity	Nos	Age	Nos
Arab	0	< 21	0
Any other Asian background	0	21 - 30	0
Asian or Asian British - Indian	0	31 - 40	0
Asian or Asian British - Bangladeshi	0	41 - 50	0
Black or Black British - African	0	51 - 60	0
Black or Black British - Caribbean	0	> 60	0
Other Black Background	0	Not Disclosed	0
Chinese	0		
Other Mixed background	0	Gender	Nos
Mixed - White and Asian	0	Male	0
Mixed - White and Black African	0	Female	0
Mixed - White and Black Caribbean	0	Not Disclosed	0
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	0
Other Ethnic Background	0	No	0
Any other White background	0	Not Disclosed	0
White	0		
White British	0		
White Irish	0		
White Scottish	0		

Staff Recruitment: January – December 2020

HE Manual Posts:			1
Applications Received			15
Monitoring Forms Returned (%)			100%
Ethnicity	Nos	Age	Nos
Arab	0	< 21	2
Any other Asian background	0	21 - 30	2
Asian or Asian British - Indian	0	31 - 40	0
Asian or Asian British - Bangladeshi	0	41 - 50	5
Black or Black British - African	0	51 - 60	4
Black or Black British - Caribbean	0	> 60	2
Other Black Background	0	Not Disclosed	0
Chinese	0		
Other Mixed background	1	Gender	Nos
Mixed - White and Asian	1	Male	15
Mixed - White and Black African	0	Female	0
Mixed - White and Black Caribbean	0	Not Disclosed	0
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	0
Other Ethnic Background	0	No	15
Any other White background	1	Not Disclosed	0
White	0		
White British	12		
White Irish	0		
White Scottish	0		