The College monitors staff recruitment using Equal Opportunities Monitoring forms, which are made available with application materials for each post, and returned anonymously and on a voluntary basis. From Jan 2016 forms for administrative posts have been collected and recorded by the Bursary. This document is reporting on data collected by the College Office for 2015 and from the Bursary 2016 onwards.

The following charts show the age, gender, ethnicity and disability profile of:
15 applicants for 2 administrative posts in 2015
39 applicants for 8 administrative posts in 2016
47 Applicants for 9 administrative posts in 2017
37 Applicants for 6 administrative posts in 2018

The recruitment monitoring is disseminated with application materials for each post, but not every applicant will complete the form. Of those that do, not all applicants will answer every question. In some cases, the number of returns will be so small that these cannot be considered to provide meaningful statistical evidence and could lead to the identification of an individual.

1. Age profile of applicants
2. Gender profile of applicants
3. **Ethnicity profile of applicants**
For College administrative vacancies between 2015-2019.

### 2015
- White: 55%
- Black or Black British: 3%
- Asian or Asian British: 3%
- Chinese: 7%
- Other Ethnic Group: 2%
- Mixed: 5%

### 2016
- White: 87%
- Black or Black British: 3%
- Asian or Asian British: 0%
- Chinese: 0%
- Other Ethnic Group: 3%
- Mixed: 3%

### 2017
- White: 87%
- Black or Black British: 2%
- Asian or Asian British: 2%
- Chinese: 3%
- Other Ethnic Group: 2%
- Mixed: 5%

### 2018
- White: 86%
- Black or Black British: 3%
- Asian or Asian British: 3%
- Chinese: 3%
- Other Ethnic Group: 5%
- Mixed: 0%
4. **Disability profile of applicants**
For College administrative vacancies between 2015-2019.
To prevent any identifiable data being presented, from 2017 the chart is not divided to show nature of disabilities, instead showing whether applicants considered themselves to have a disability or not.

**2015**
- **No**: 90%
- **Mental Health Difficulties**
- **Unseen Disabilities (e.g. diabetes)**

**2016**
- **No**: 92%
- **Dyslexia**
- **Mental health difficulties**
- **Unseen disability (e.g. diabetes)**

**2017**
Chart reflects whether applicants answered 'yes' or 'no' to considering themselves disabled under the Equality Act 2010.
The natures of disability included Aspergers Syndrome, Dyspraxia and Unseen Disabilities.

- **No**: 93%
- **Yes**: 7%

**2018**
Chart reflects whether applicants answered 'yes' or 'no' to considering themselves disabled under the Equality Act 2010.

- **No**: 95%
- **Yes**: 5%