

LIPA

THE LIVERPOOL INSTITUTE FOR PERFORMING ARTS

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.

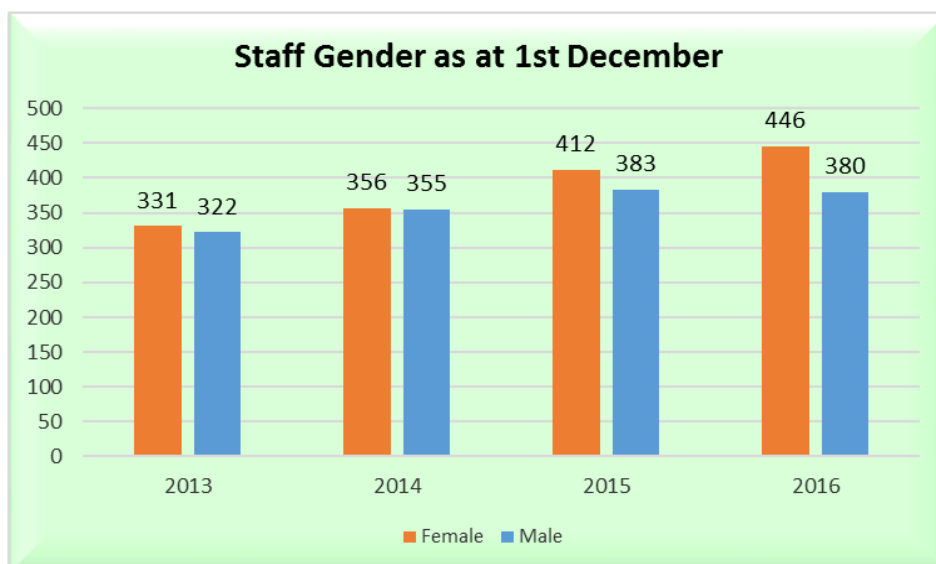
Of the nine protected characteristics, we have decided we will only collect and publish data on:

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

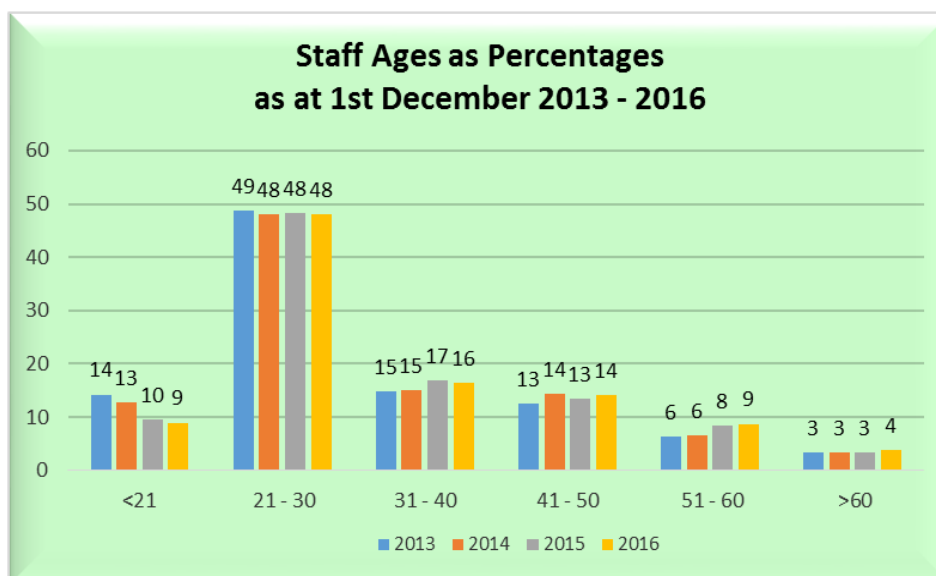
The following equality data provides information relating to our staff and is published in a format which complies with our legal obligations in relation to the Data Protection Act 1998.

For the first time, the data includes staff employed to work in The LIPA Primary School and The LIPA Sixth Form College. We use 1st December each year as our enumeration date.

Gender



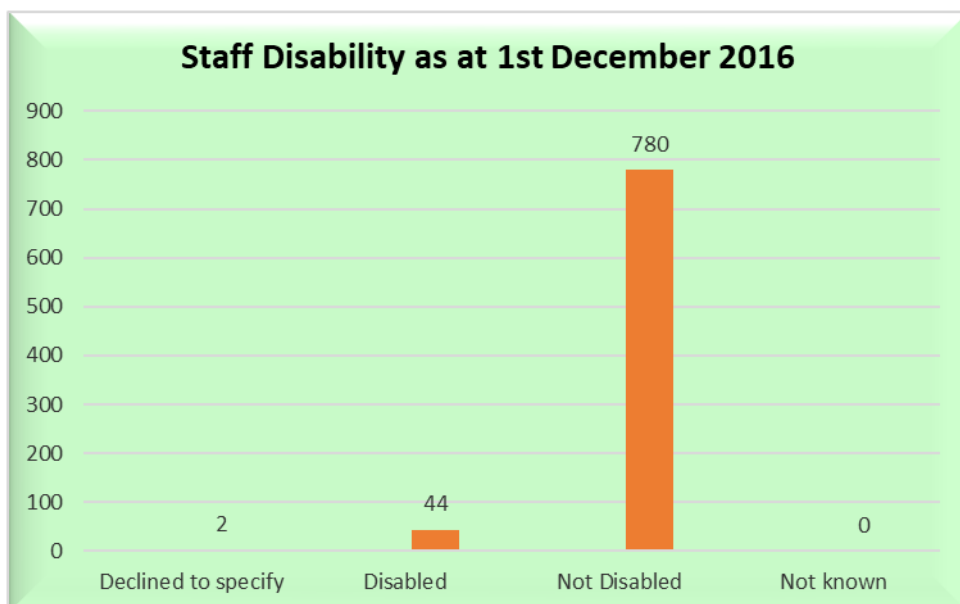
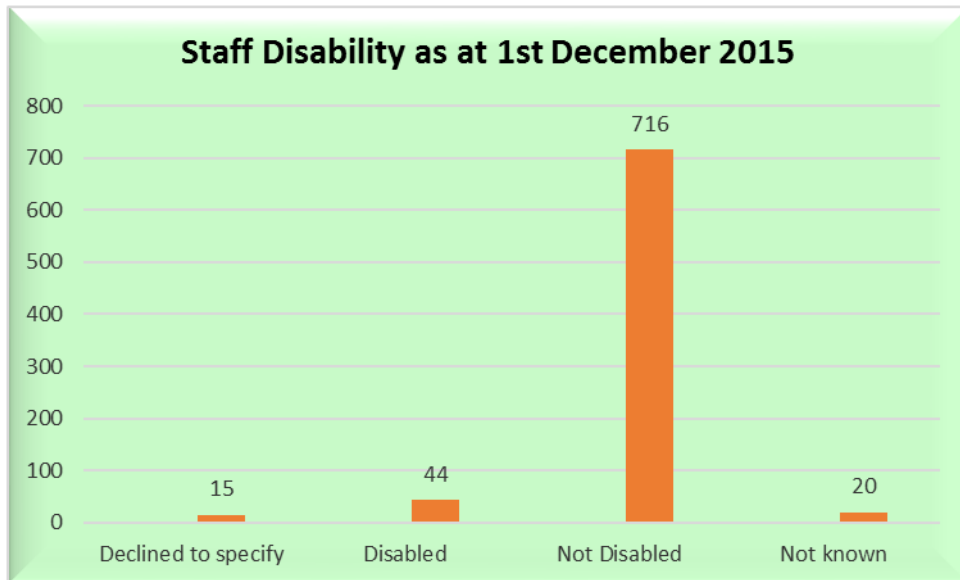
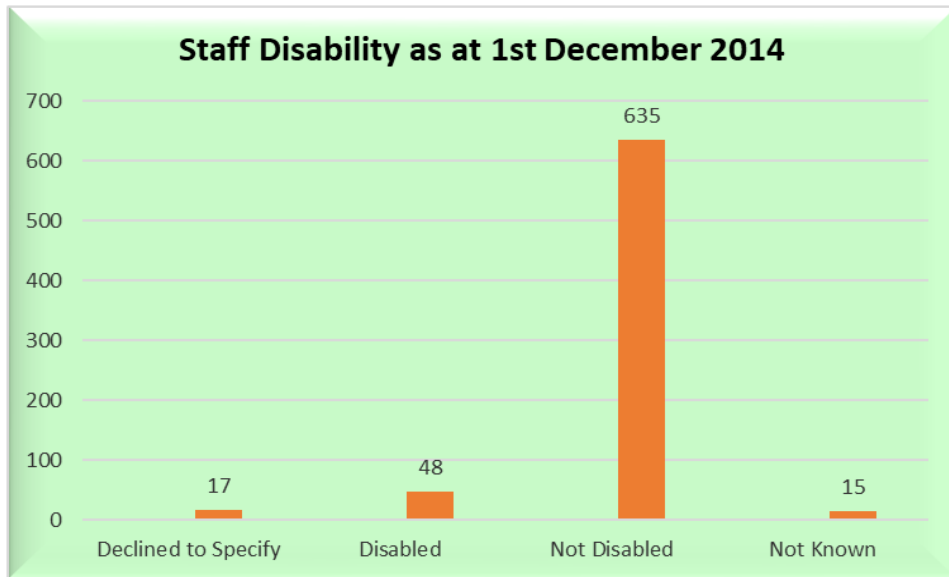
Age



Ethnicity

Ethnic Description	1st December						
	2012	2013	2014	2015	2016	2016 Percentages	
Arab	0	0	1	1	0	0.00	0.00
Any other Asian background	4	6	6	6	6	0.73	1.09
Asian or Asian British - Indian	1	1	4	4	2	0.24	
Asian or Asian British - Bangladeshi	0	0	1	1	1	0.12	
Black or Black British - African	2	1	1	2	2	0.24	1.09
Black or Black British - Caribbean	5	7	9	7	6	0.73	
Other Black Background	2	1	1	0		0.00	
Chinese	4	4	3	3	4	0.48	0.48
Other Mixed background	9	8	9	8	8	0.97	2.78
Mixed - White and Asian	2	2	4	3	1	0.12	
Mixed - White and Black African	1	1	1	1	1	0.12	
Mixed - White and Black Caribbean	6	7	9	13	13	1.57	
Any other background	1	1	1	0	2	0.24	4.60
Not Stated/information Refused	9	2	4	7	36	4.36	
Other Ethnic Background	4	4	3	2	1	0.12	0.12
Any other White background	0	0	6	7	25	3.03	89.95
Other White Background	0	0	11	28	2	0.24	
White	435	538	419	331	267	32.32	
White British	14	12	206	356	430	52.06	
White Irish	1	0	8	11	13	1.57	
White Scottish	0	0	5	4	6	0.73	
Grand Total	500	648	715	795	826	100	100

Disability



Nature of Disability - 1st December 2014		
	Numbers	Percentages
Blind or a serious visual impairment uncorrected by glasses	1	2.08
Deaf or serious hearing impairment	3	6.25
Long standing illness or health condition e.g. cancer, HIV, diabetes etc.	4	8.33
Mental health condition, such as depression, schizophrenia or anxiety disorder	2	4.17
Physical impairment or mobility issues e.g. difficulty using arms or legs	1	2.08
Social/communication impairment e.g. Asperger's or other autistic disorder	1	2.08
Specific learning difficulty such as dyslexia, dyspraxia or AD(H)D	30	62.50
Two or more impairments detailed above	3	6.25
Not specified	3	6.25
	48	100.00

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
Totals	44	100.00

Nature of Disability - 1st December 2016		
	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	4	9.09
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	2	4.55
Not specified	4	9.09
	44	100.00

Staff Recruitment: January – December 2016

HE Teaching Posts:			4
Applications Received			47
Monitoring Forms Returned (%)			100
Ethnicity	Nos	Age	Nos
Arab	0	< 21	0
Any other Asian background	1	21 - 30	12
Asian or Asian British - Indian	0	31 - 40	10
Asian or Asian British - Bangladeshi	0	41 - 50	15
Black or Black British - African	0	51 - 60	7
Black or Black British - Caribbean	3	> 60	1
Other Black Background	1	Not Disclosed	2
Chinese	1		
Other Mixed background	1	Gender	Nos
Mixed - White and Asian	0	Male	19
Mixed - White and Black African	0	Female	28
Mixed - White and Black Caribbean	1		
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	0
Other Ethnic Background	0	No	45
Any other White background	6	Not Disclosed	2
White	0		
White British	32		
White Irish	1		
White Scottish	0		

Staff Recruitment: January – December 2016

HE Administrative Posts:			10
Applications Received			357
Monitoring Forms Returned (%)			94
Ethnicity	Nos	Age	Nos
Arab	0	< 21	6
Any other Asian background	2	21 - 30	177
Asian or Asian British - Indian	2	31 - 40	69
Asian or Asian British - Bangladeshi	0	41 - 50	42
Black or Black British - African	3	51 - 60	38
Black or Black British - Caribbean	1	> 60	1
Other Black Background	1	Not Disclosed	2
Chinese	2		
Other Mixed background	4	Gender	Nos
Mixed - White and Asian	1	Male	102
Mixed - White and Black African	2	Female	233
Mixed - White and Black Caribbean	5		
Any other background	2	Disabled	Nos
Not Stated/information Refused	2	Yes	14
Other Ethnic Background	0	No	316
Any other White background	12	Not Disclosed	5
White	0		
White British	295		
White Irish	1		
White Scottish	0		

Staff Recruitment: January – December 2016

HE Technical Posts:			5
Applications Received			76
Monitoring Forms Returned (%)			97
Ethnicity	Nos	Age	Nos
Arab	0	< 21	3
Any other Asian background	0	21 - 30	39
Asian or Asian British - Indian	0	31 - 40	20
Asian or Asian British - Bangladeshi	0	41 - 50	8
Black or Black British - African	0	51 - 60	3
Black or Black British - Caribbean	1	> 60	0
Other Black Background	0	Not Disclosed	1
Chinese	0		
Other Mixed background	0	Gender	Nos
Mixed - White and Asian	0	Male	33
Mixed - White and Black African	0	Female	41
Mixed - White and Black Caribbean	1		
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	1
Other Ethnic Background	1	No	71
Any other White background	5	Not Disclosed	2
White	0		
White British	63		
White Irish	3		
White Scottish	0		

Staff Recruitment: January – December 2016

HE Manual Posts:			6
Applications Received			105
Monitoring Forms Returned (%)			100
Ethnicity	Nos	Age	Nos
Arab	0	< 21	5
Any other Asian background	0	21 - 30	13
Asian or Asian British - Indian	0	31 - 40	22
Asian or Asian British - Bangladeshi	0	41 - 50	22
Black or Black British - African	2	51 - 60	36
Black or Black British - Caribbean	0	> 60	6
Other Black Background	0	Not Disclosed	1
Chinese	1		
Other Mixed background	1	Gender	Nos
Mixed - White and Asian	0	Male	88
Mixed - White and Black African	1	Female	17
Mixed - White and Black Caribbean	4		
Any other background	0	Disabled	Nos
Not Stated/information Refused	0	Yes	4
Other Ethnic Background	1	No	101
Any other White background	5	Not Disclosed	0
White	0		
White British	90		
White Irish	0		
White Scottish	0		

Staff Recruitment: January – December 2016

LIPA Primary School

LIPA Primary School			10
Applications Received			251
Monitoring Forms Returned (%)			100
Ethnicity	Nos	Age	Nos
Arab	0	< 21	1
Any other Asian background	1	21 - 30	143
Asian or Asian British - Indian	0	31 - 40	65
Asian or Asian British - Bangladeshi	0	41 - 50	25
Black or Black British - African	1	51 - 60	15
Black or Black British - Caribbean	0	> 60	1
Other Black Background	0	Not Disclosed	1
Chinese	0		
Other Mixed background	1	Gender	Nos
Mixed - White and Asian	2	Male	32
Mixed - White and Black African	0	Female	217
Mixed - White and Black Caribbean	1	Not stated	2
Any other background	1		
Not Stated/information Refused	1	Disabled	Nos
Other Ethnic Background	0	Yes	8
Any other White background	15	No	240
White	0	Not Disclosed	3
White British	223		
White Irish	5		
White Scottish	0		

Staff Recruitment: January – December 2016

LIPA Sixth Form College

LIPA Sixth Form College - All Posts			18
Applications Received			561
Monitoring Forms Returned (%)			100
Ethnicity	Nos	Age	Nos
Arab	0	< 21	5
Any other Asian background	0	21 - 30	221
Asian or Asian British - Indian	0	31 - 40	155
Asian or Asian British - Bangladeshi	0	41 - 50	114
Black or Black British - African	1	51 - 60	54
Black or Black British - Caribbean	3	> 60	5
Other Black Background	3	Not Disclosed	7
Chinese	2		
Other Mixed background	3	Gender	Nos
Mixed - White and Asian	3	Male	211
Mixed - White and Black African	1	Female	338
Mixed - White and Black Caribbean	3	Not Stated	12
Any other background	1		
Not Stated/information Refused	11	Disabled	Nos
Other Ethnic Background	1	Yes	4
Any other White background	18	No	538
White	0	Not Disclosed	19
White British	505		
White Irish	6		
White Scottish	0		