

Annual Equality Statistics

2024 to 2025



Lancashire
Adult Learning

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Our Commitment

East Lancashire Learning Group is passionate about Equality, Diversity and Inclusion (EDI). We commit to do all we can to ensure an inclusive environment where we can challenge, speak out and act against any forms of inequality perceived or otherwise within the Group. We will build a culture which is inclusive, positive and fair and where opportunities are open to all, both staff and students. To achieve this, we aim to create a welcoming and aspirational environment where our workforce is representative of all sections of the communities we serve and for our students to thrive be respected and respectful of each other.

Background

The report details staff and learner statistics for the College by equality measures and should be read in conjunction with the College's accompanying Equality and Diversity documentation.

Staff Statistics

1. Headcount

The following points should be noted when reviewing the statistics below:

- This is the established profile as at 31 July 2025.
- Reporting on staff profiles for 2024-25 covers the following characteristics: gender, age, ethnicity and disability. Data is collected on our staff profile as part of the recruitment and selection process and regular checking / updating of the data held has been built into systems and processes.
- A significant number of the academic management team also undertake teaching as part of their core hours.

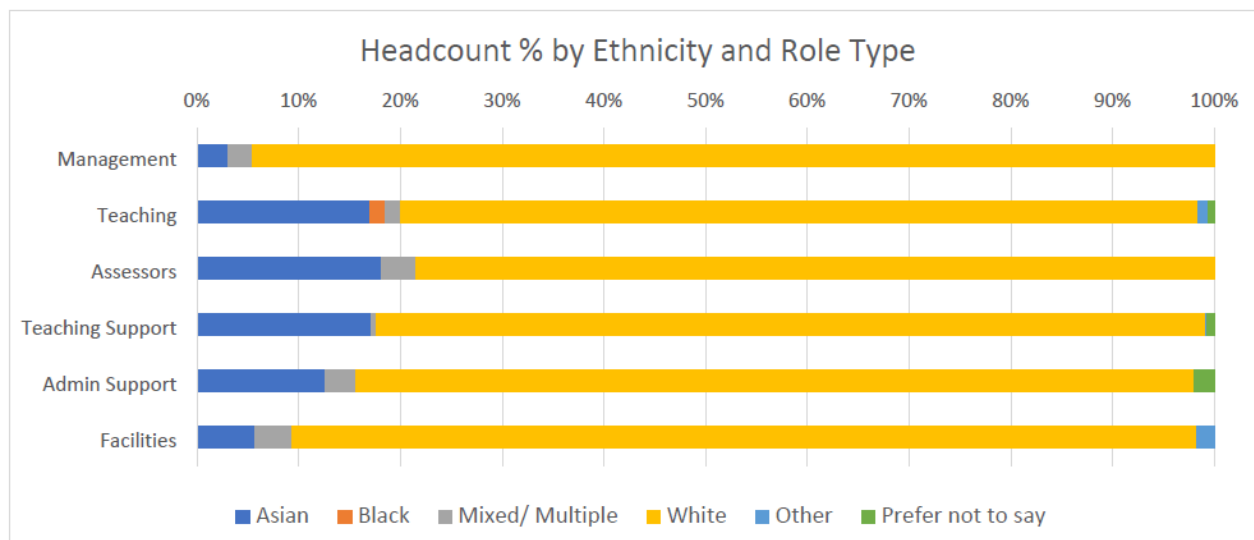
Headcount	Total Number of Staff 31/01/2024
Management	48
Teaching/Assessing	290
Teaching Support	143
Facilities	63
Support Staff	98
Total	642

2. Ethnicity

The chart below shows the profile by ethnicity in 2024/25 and 2023/24. This shows that the proportion of staff from minority ethnic groups across the period has remained stable.

Ethnicity	2024 to 2025		2023 to 2024	
	%	Total Headcount	%	Total Headcount
White	81.3%	519	81.7%	506
Asian	14.1%	93	14.4%	89
Black	1.0%	6	0.6%	4
Mixed/Multiple	1.6%	10	1.9%	12
Other	0.6%	4	0.6%	4
Prefer Not To Say	1.4%	10	0.8%	5
Total	100%	642	100%	619

The table and chart below show the profile by ethnicity across role types.



Role Type	Asian	Black	Mixed/Multiple	White	Other	Prefer Not To Say
Management	4%	0%	2%	94%	0%	0%
Teaching	18%	2%	2%	76%	1%	2%
Assessors	10%	0%	3%	87%	0%	1%
Teaching	17%	0%	0%	81%	1%	1%
Admin Support	16%	0%	2%	80%	0%	2%
Facilities	4%	0%	3%	91%	2%	0%

There is a lack of minority ethnic representation within management, which is predominantly white, and some underrepresentation in facilities and assessor roles. This will be a focus for positive action.

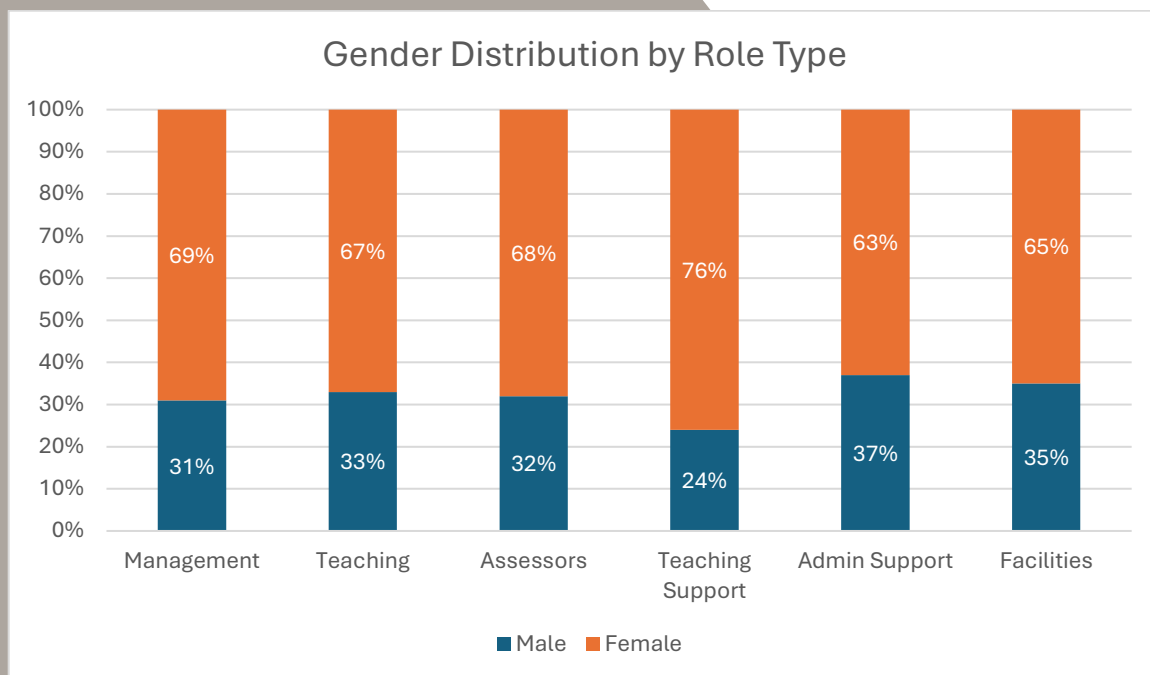
3. Gender

The total head count is 642 with males making up 32% of the total staffing population and 68% being female. The split across male and female remains similar to the previous academic year (30% male; 70% female 2023/24).

Total Staff - Male and Female Split

Gender	Total Staff	Percentage
Male	204	32%
Female	438	68%
Totals	642	100%

The table and chart below show the profile by gender across role types. In all areas, females have a higher representation than men.



4. Disability

Information from staff regarding any disability is on a self-declaration basis. The fact that a member of staff has declared themselves as disabled does not necessarily mean that they are, for example, a disabled badge holder, and similarly if a member of staff does not declare themselves as disabled but has a condition that would be recognised as a disability under the Equality Act, the protections afforded by the Act would still apply.

- 7% of all staff declared themselves as disabled.
- 2% of all staff declared 'Prefer not to say' when asked whether they consider themselves to have a disability.

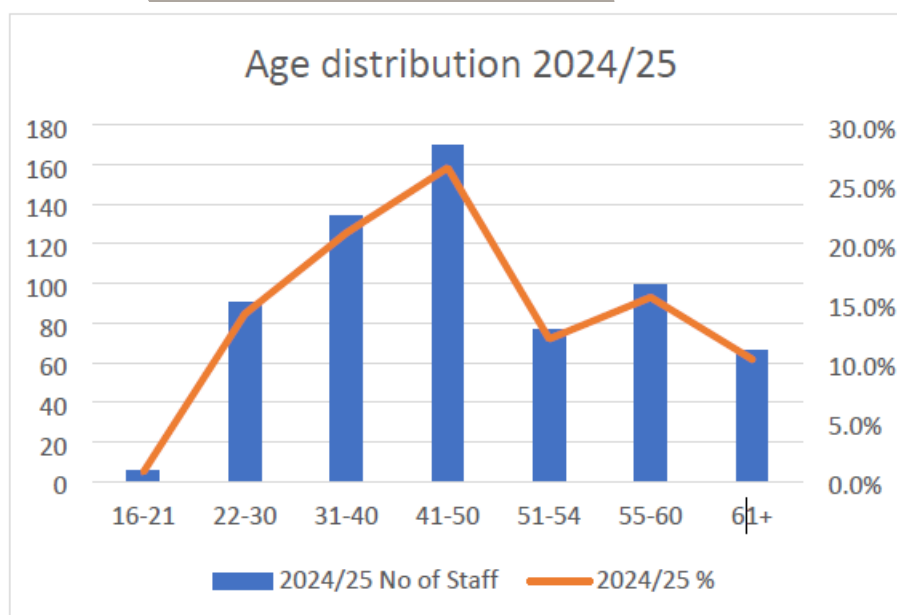
This is an increase in staff declaring a disability (from 5% in 2023/24).

Disability	Staff %
Yes	7%
No	91%
Prefer Not To Say	2%

5. Age

The age profile of the College is detailed in the chart below. The highest proportion of staff are aged between 41 and 50, with the lowest proportion aged 16-21.

The age profile of staff is largely in-line with the reported profile in 2023/24, with no significant differences or changes.



Age Category	2024 to 2025		2023 to 2024	
	Number of Staff	%	Number of Staff	%
16-21	5	0.8%	5	0.8%
22-30	91	14.1%	83	13.3%
31-40	134	20.9%	133	21.5%
41-50	170	26.4%	168	27.2%
51-54	77	12.0%	82	13.2%
55-60	100	15.5%	92	14.8%
61+	66	10.3%	57	9.2%
Total	642	100%	619	100%

Learner Statistics

The statistics below reflect the whole learner cohort for 2024-25. This includes enrolments for courses across both Nelson and Colne College, Accrington and Rossendale College and Lancashire Adult Learning.

1. Headcount

Below is a summary of whole College learner numbers for the academic year 2024 – 2025.

2024 to 2025 Learner Numbers By Site	
Nelson and Colne College Group	13,048
Accrington and Rossendale College	717
Lancashire Adult Learning	9594
Nelson and Colne College	1860
Subcontracted	877
Of Which High Needs Learners at Nelson and Colne College Group	123

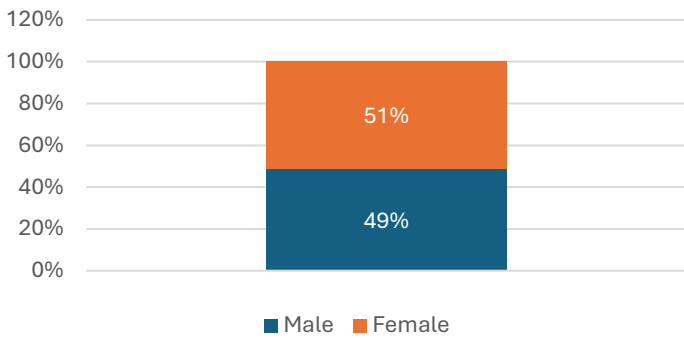
2. Ethnicity

- At the Nelson campus, the percentage of young BME learners has fallen from 60.7% in 2023-24 to 60.0% in 2024-5.
- At the Accrington campus, the percentage of young BME learners on full-time programmes has fallen from 28.5% in 2023-24 to 20.5% in 2024-5.

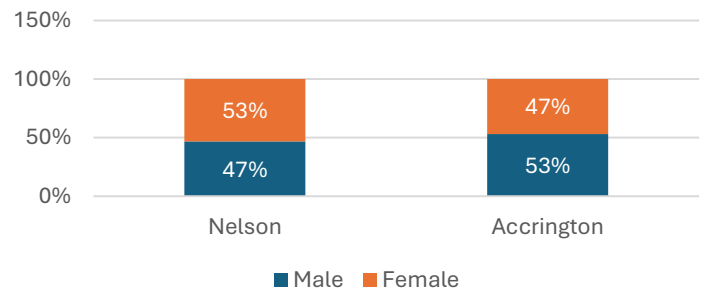
		% Nelson Site	% Accrington Site	% LAL Site
Gender	Female	53.2%	46.9%	49.2%
	Male	46.8%	53.1%	50.8%
SEND – including High Needs		41.5%	50.4%	26.2%
Disadvantaged		79.76%	80.5%	78.68%

3. Gender

Gender Learner Profile 16-19



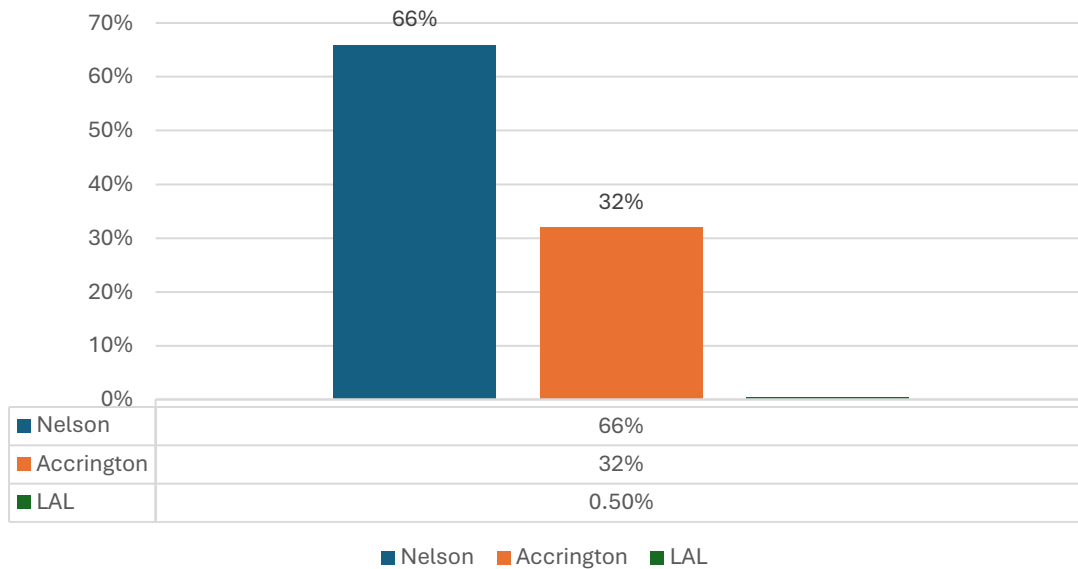
Gender Learner Profile 16-19 by Campus



4. Disability and Learning Difficulty

The graph below highlights the learner population at each site across the whole of the College who identify as having a disability/ learning difficulty. The high proportion of 16-18-year-olds represent those learners who are identified as needing support and are in receipt of support. There is a higher proportion of young people in receipt of support at the Nelson site compared to those on the Accrington site.

Whole College Disability / Learning Difficulty



5. Disadvantaged

The table below demonstrates the numbers of enrolled learners attending the College who are classed as disadvantaged. Learners in scope as disadvantaged include those flagged through post code or were previously in receipt of Pupil Premium at school.

The percentage of young people classified as disadvantaged studying at both sites has continued to increase across both sites compared to 2023-24. At Nelson, the proportion of young, disadvantaged people is 79.8% (compared to 78% in 2023-24) and at Accrington it is 80.1% (compared to 80% in 2023-24).

The high proportion of adult learners classed as disadvantaged represent the number of adult learners on learning programmes with Lancashire Adult Learning.

