

THE COLLEGE MERTHYR TYDFIL (TCMT) WORKFORCE PROFILE INFORMATION

2023/2024

The College Merthyr Tydfil's (TCMT) Strategic Equality Plan aims to ensure that every person is treated with dignity and respect. We wish to promote and sustain a culture where mutual trust and respect are the foundation of working relationships between staff, students and visitors to the college. Further information on this important area of focus for TCMT can be found here - [Equality and Diversity | The College Merthyr](#)

The Equality Act 2010 specific duties for Wales require public authorities to publish employment information as of the 31st March each year. The following report outlines the workforce profile information for TCMT for 1st April 2023 to 31st March 2024. Where possible, comparators with previous years have been included and benchmarking has been included against EWC's (Education Workforce Council) Annual Education Workforce Statistics for Wales 2023, Section 4 FE Teachers and Section 5 FE Learning Support Workers. Find the full report [here](#).

Protected Characteristics Overview

As of 31st March 2024, there were 221 staff employed at TCMT (excluding those on casual and hourly paid contracts).

Age:	The largest proportion of staff are aged 40 to 44. 69.27% of staff are aged 49 or under. 30.73% of staff are aged 50 and over.
Disability:	2.75% of staff declared a disability compared with an average of 4.15% across the FE Sector in Wales. 88.07% of staff have not disclosed information regarding a disability.
Race:	75.23% of staff are of white ethnicity. 24.77% of staff have not disclosed information regarding ethnicity. The EWC reports representation of 11.7% for the Global Majority across the FE Sector in Wales, with 26.5% not disclosing their information.
Sex:	65.14% of staff are female. 34.86% of staff are male. Females occupy the majority of positions across all staff groups at TCMT, including Leadership roles and the Executive Team.
Sexual orientation:	3.68% of staff identify as LGBTQ+, 26.15% of staff preferred not to say or have not disclosed any information regarding sexual orientation. All other staff are heterosexual.

Religion & Belief: 39.45% have no religion, 28.90% are Christian, 27.52% of staff prefer not to say or have not disclosed any information regarding religion or belief.

Staff Profile

Data within this section is based upon staff employed during the period 1st April 2023 to 31st March 2024.

Age

- 40-44 is the most common age bracket for TCMT staff (18.01%). The most common age bracket across the FE Sector in Wales is 50-54 at 15.8%.
- 59.29% of staff are aged 49 or under compared to 58.92%, the average across the FE Sector in Wales. 30.73% of staff are aged 50 and over compared to 41.08%, the average across the FE Sector in Wales.

Figure 1: Proportion of TCMT staff by age band (excluding Executive Leaders 2.75%) with sector comparator.

Age band	2023/24	2023/2024			2022/23	2022/23			Sector – EWC – 2024	
		Academic	Support	All Staff		Academic 50%	Support 50%	All Staff	Academic	Support
16 - 19	0%	0%	0%	0%	1%	0.00%	0.92%	0.46%	1.1%	8%
20 - 24	14%	0.90%	8.33%	4.58%	14.00%	0.92%	3.67%	4.12%		
25 - 29		6.36%	12.04%	9.17%		5.50%	13.76%	9.63%		
30 - 34	22%	8.18%	10.19%	9.17%	23.00%	8.25%	9.17%	8.71%	8.6%	11.7%
35 - 39		11.82%	13.89%	12.84%		13.76%	14.68%	14.22%	11.7%	11.2%
40 - 44	33%	24.55%	12.96%	18.81%	33.00%	25.68%	11.93%	18.80%	13.9%	11.8%
45 - 49		17.27%	12.04%	14.68%		15.60%	11.92%	13.76%	12.8%	10.5%
50 - 54	22%	15.45%	11.11%	13.30%	22.00%	16.51%	11.01%	13.76%	15.8%	10.7%
55 - 59		10%	7.41%	8.72%		9.17%	8.25%	11.94%	14.8%	10.7%
60 - 64	9%	4.55%	11.11%	7.80%	7.00%	3.66%	11.01%	8.72%	10.3%	8.8%
65+		0.90%	0.93%	0.92%		0.92%	0.00%	0.46%	5.7%	5.1%

Figure 2: TCMT staff by age split by working pattern

Age band	2023/24		2022/23	
	Full Time	Part Time	Full Time	Part Time
16 - 19	0	0	0	0
20 - 24	3	7	4	6
25 - 29	11	10	11	9
30 - 34	15	6	18	7
35 - 39	15	13	19	10
40 - 44	32	9	30	11
45 - 49	24	8	16	8
50 - 54	24	5	14	6
55 - 59	15	4	10	8
60 - 64	5	12	8	11
65+	1	1	0	2
Total	145	75	130	78

145

Disability

- 2.75% of TCMT staff declared they have a disability.
- Non disclosures and “prefer not to say” amount to 88.07% of staff.

Figure 3: Staff Disability declaration by year with sector comparator

Disabled	2023/24	2022/23	Sector – EWC?
Yes	2.75%	2.75%	Academic - 3.7% Support – 4.6%
No	9.17%	9.17%	Academic - 96.3% Support – 95.4%
Prefer not to say	0.46%	0.46%	-
Not Disclosed	87.61%	87.61%	-

Ethnicity

Figure 4: Summary of Ethnicity of TCMT staff

Ethnicity	2023/24	2022/23	2021/2022	2020/2021	Sector - EWC
White	75.23%	74.77%	68.60%	63.00%	Academic - 80% Support – 81.8%
Black & Ethnic Minority and all other categories	0%	0.00%	0.00%	0.00%	Academic – 3.9% Support – 7.8%
Not Stated or Undisclosed	21.10%	11.01%	31.40%	32.00%	Academic – 16.1% Support – 10.4%
Prefer not to say	3.67%	0.92%	0.00%	5.00%	-

Religion

Figure 5: TCMT Religion and belief status

Religion & Belief	2023/24	2022/23
No Declaration	22.02%	22.48 %
Prefer Not to Say	5.50%	5.50%
No Religion	39.45%	39.91%
Christian	28.90%	27.98%
Spiritual	2.75%	3.21%
Any other religion or belief	0.92%	0.92%
“All other categories”	0%	0.00%

Gender Identity

TCMT does not collect data on staff that have changed their gender from that assigned at birth.

Sexual orientation

The following table indicates the sexual orientation of staff at TCMT. Sexual orientations Asexual, Bi/Bisexual, Gay man, Gay woman/Lesbian, Other and Queer have been grouped into LGBTQ+.

Figure 6 – Sexual Orientation at TCMT

Sexual Orientation	2023/24	2022/23
No Declaration	22.02%	22.48%
Prefer Not to Say	4.13%	4.13%
LGBTQ+	3.68%	3.67%
Heterosexual/straight	70.18%	69.72%

Sex

The Equality Act requires all public authorities to present data for men and women broken down by: job, grade, pay, contract type and working pattern.

Figure 7: Proportion of staff category by Sex

	2023/24				2022/23			
	Academic & Teaching Staff	Support Staff	Leadership Staff	Executive Leaders	Academic & Teaching Staff	Support Staff	Leadership Staff	Executive Leaders

Staff %	50.46%	49.45%	11.47%	2.75%	50%	50%	5.78%	2.75%
Female	60%	70.37%	60%	66.67%	61.95%	70.64%	57.14%	66.66%
Male	40%	29.63%	40%	33.33%	38.05%	29.36%	42.86%	33.33%

Figure 8: Proportion of staff category by Sex sector comparator

Sector Comparator – EWC 2024			Sector Comparator – EWC 2023	
	Academic & FE Teachers	Support Staff	Academic & FE Teachers	Support Staff
Female	59.7%	68.4%	59.32%	68.60%
Male	40.3%	31.4%	40.66%	31.30%

Figure 9: Proportion of staff by Sex

Year	Female	Male
2023/2024	65.14%	34.86%
2022/2023	65.60%	34.40%
2021/2022	65.70%	34.30%
2020/2021	66.00%	34.00%