

The Courtauld Institute of Art Single Equality Scheme – Updated report February 2014

The Courtauld Institute of Art remains committed to the elimination of all forms of discrimination, harassment and victimisation, and to advancing equality of opportunity between all groups, including those who share a protected characteristic, as defined by the Equality Act 2010.

As part of this commitment, The HR department began the process of collecting data, on a voluntary basis, on the following protected characteristics, gender identity, sexual orientation, religion/belief, to be able to better identify any potential issues of discrimination and put in place specific, measurable action to address these. In addition, The Courtauld has been collecting and monitoring data on the majority of the protected characteristics throughout the recruitment process since July 2011 and gender identity has been included since July 2013.

The Courtauld continues to raise the awareness of equality and diversity issues amongst all staff, through induction, training, ensuring all policies are transparent, fair and objective, and through its procedures.

The statistical analysis of the make-up of The Courtauld's staff is detailed below.

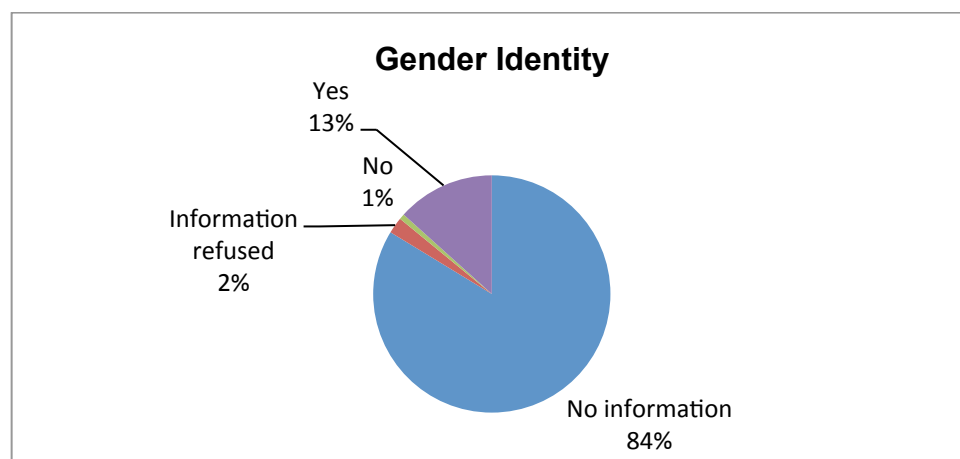
Staff Profile

The Courtauld Institute of Art currently has 135 members of staff, 106 on open-ended contracts and 29 on fixed term contracts.

Gender

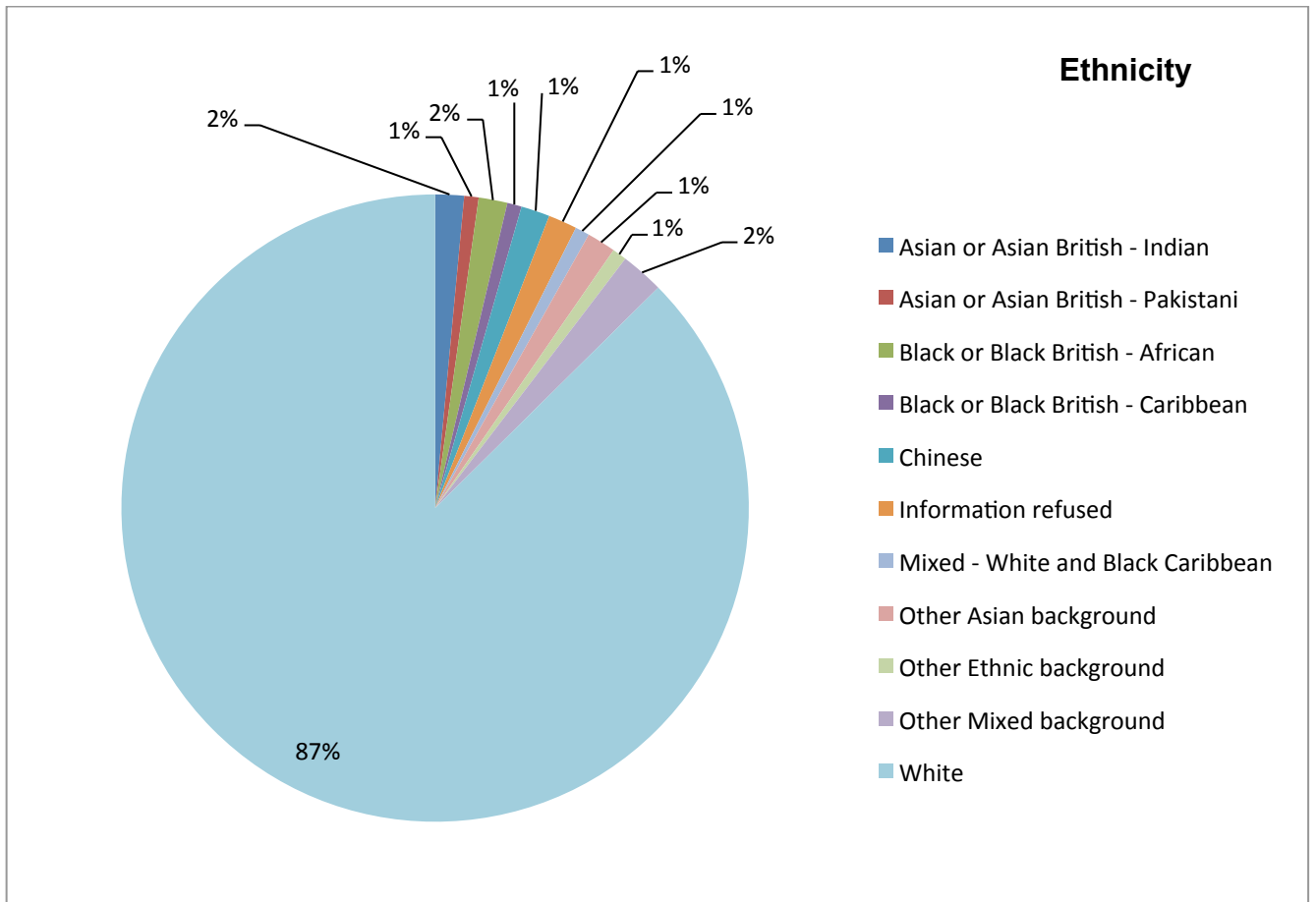
The Institute has a gender ratio of 70% females and 30% males, in both academic and non-academic roles.

Gender Identity

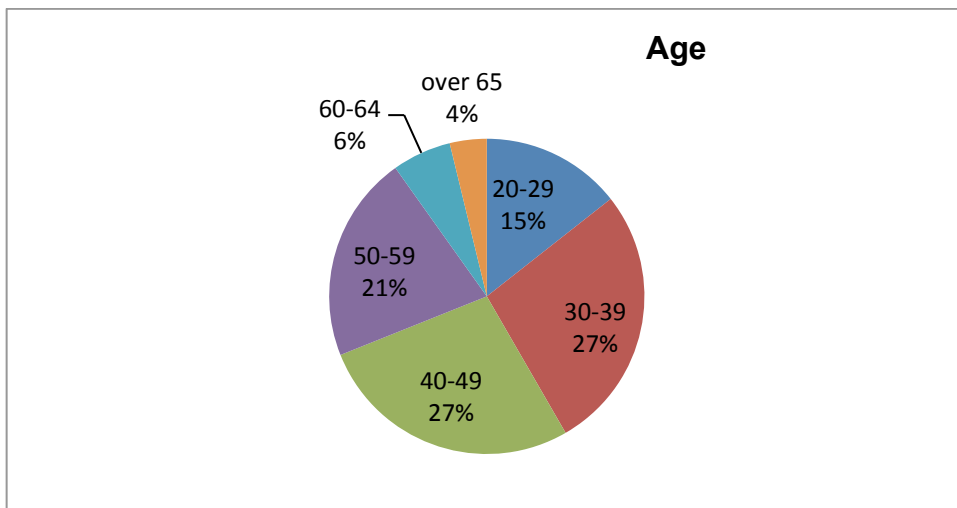


Ethnicity

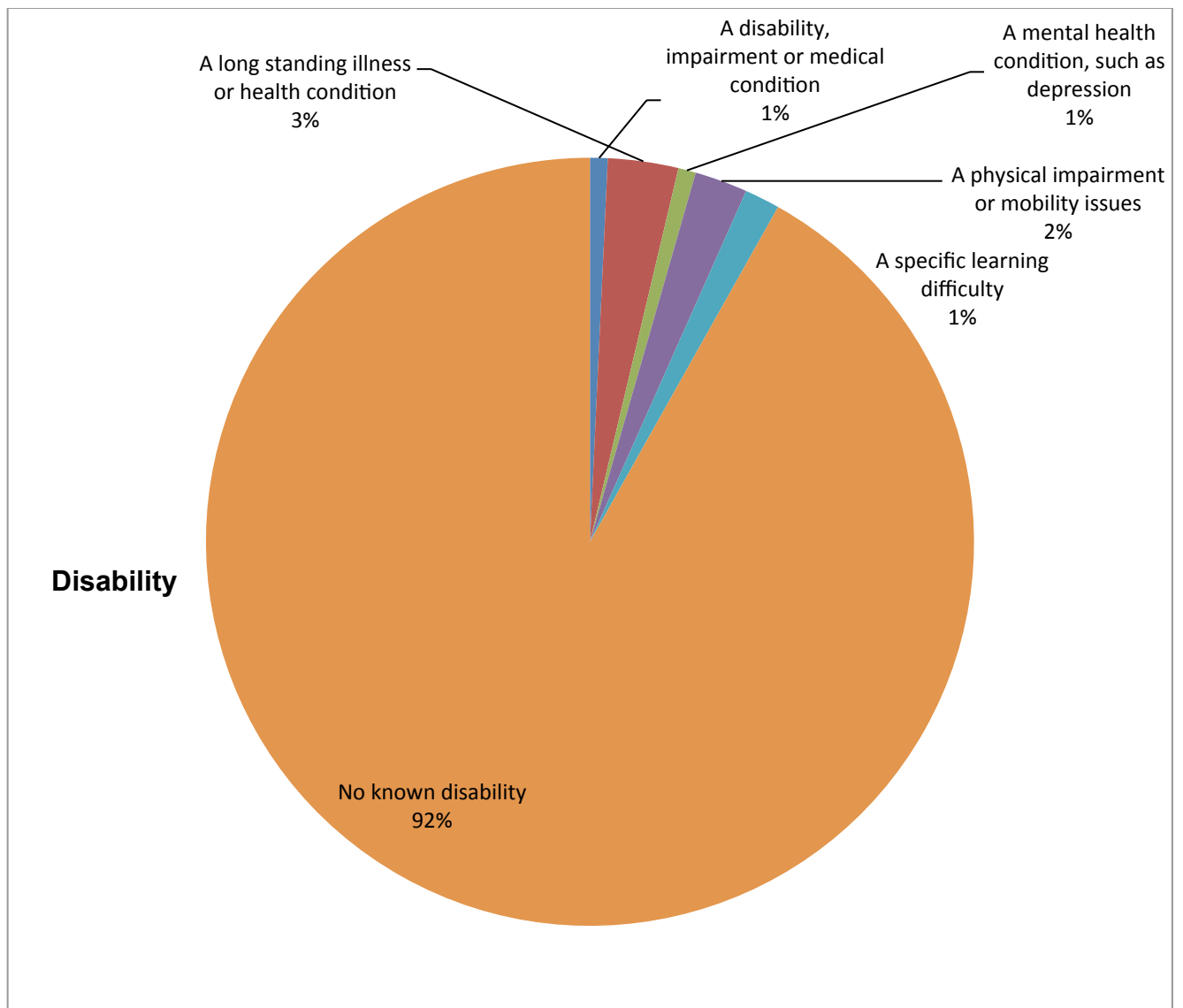
The current diversity of staff at The Courtauld is detailed below:



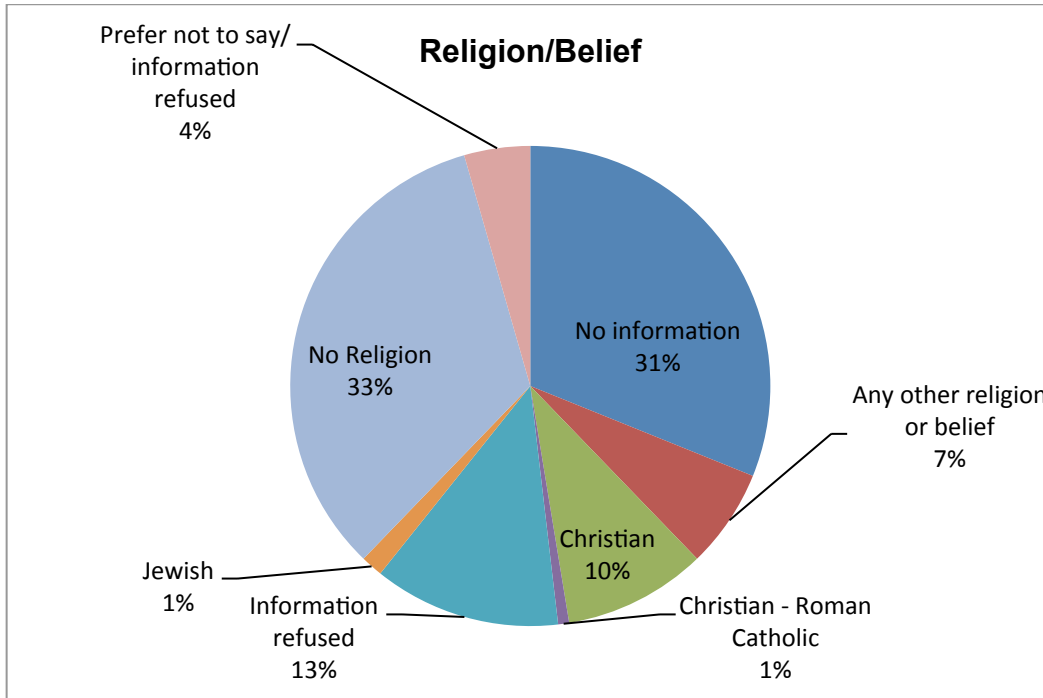
Age



Disability



Religion or Belief



Sexual Orientation

