

Jonathon Guy
University and College Union (UCU)
Carlow Street
London NW1 7LH

21st December 2015

Dear Jonathon Guy

Thank you for your request for information dated 01/12/15 and received on 01/12/15 concerning Northbrook College.

This request is being handled under the Freedom of Information Act 2000.

Please find the answers to your questions below:

2. Please enter your college name

NORTHBROOK COLLEGE

Staff headcount

3. Please enter the total **headcount** of BME and White staff working at your college by job type. Please enter 0 where there are no staff of a particular job type.

Please include all lecturers and non-lecturer curriculum delivery staff employed by your college on *all types of contracts* (permanent, open ended, fixed term, term time only, hourly paid).

	Black and Minority Ethnic	White
Lecturers	6	186
Non-lecturer curriculum delivery staff	12	288

4. Please enter the total **headcount** of of BME and White staff working at your college who are employed on *fixed term, term time only or hourly paid contracts*. Please enter 0 where there are no staff of a particular job type.

	Black and Minority Ethnic	White
Lecturers	2	83
Non-lecturer curriculum delivery staff	9	182

Average salary

5. Please list the mean average annual salary for BME and White staff working at your college by job type.

Please include all staff directly employed by the college and use Full Time Equivalent salaries for part time staff.

Exclude any London weighting (if applicable).

	Black and Minority Ethnic (average salary)	White (average salary)
Lecturers	£29,767.25	£28,425.34
Non-lecturer curriculum delivery staff	£20,929.39	£22,631.95

6. Please list the total **headcount** of **Black and Minority Ethnic** staff members at each of the broad salary ranges in the table below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter 0 if your college does not have any staff of that job type at a particular pay point.

	Lecturer	Non-lecturer curriculum delivery staff
≤£23,951	1	11
£23,952-£38,366	5	1
≥£38,367	0	0

7. Please list the total **headcount** of **White** staff members at each of the broad salary ranges in the table below (excluding any London weighting that may apply).

Please use the FTE salary for part time staff and enter 0 if your college does not have any staff of that job type at a particular pay point.

	Lecturer	Non-lecturer curriculum delivery staff
≤£23,951	19	243
£23,952-£38,366	167	44
≥£38,367	0	1

If you are unhappy with the way your request for information has been handled, you can request a review by writing to:

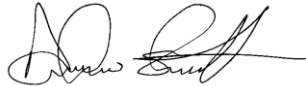
Andrew Stowell
 Head of Learner Services and Marketing
 Northbrook College
 Broadwater Road
 Worthing
 West Sussex

BN14 8HJ

If you remain dissatisfied with the handling of your request or complaint, you have a right to appeal to the Information Commissioner at:

The Information Commissioner's Office, Wycliffe House, Water Lane,
Wilmslow, Cheshire, SK9 5AF.
Telephone: 08456 30 60 60 or 01625 54 57 45 Website: www.ico.gov.uk
There is no charge for making an appeal.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Stowell', written in a cursive style.

Andrew Stowell
Head of Learner Services and Marketing