ETBI Inaugural Diversity Survey

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Education and Training
Boards Ireland
*Boird Oideachais agus
Oiliúna Éireann*

"Without Data, It's Just an Opinion"

W. Edwards Denning
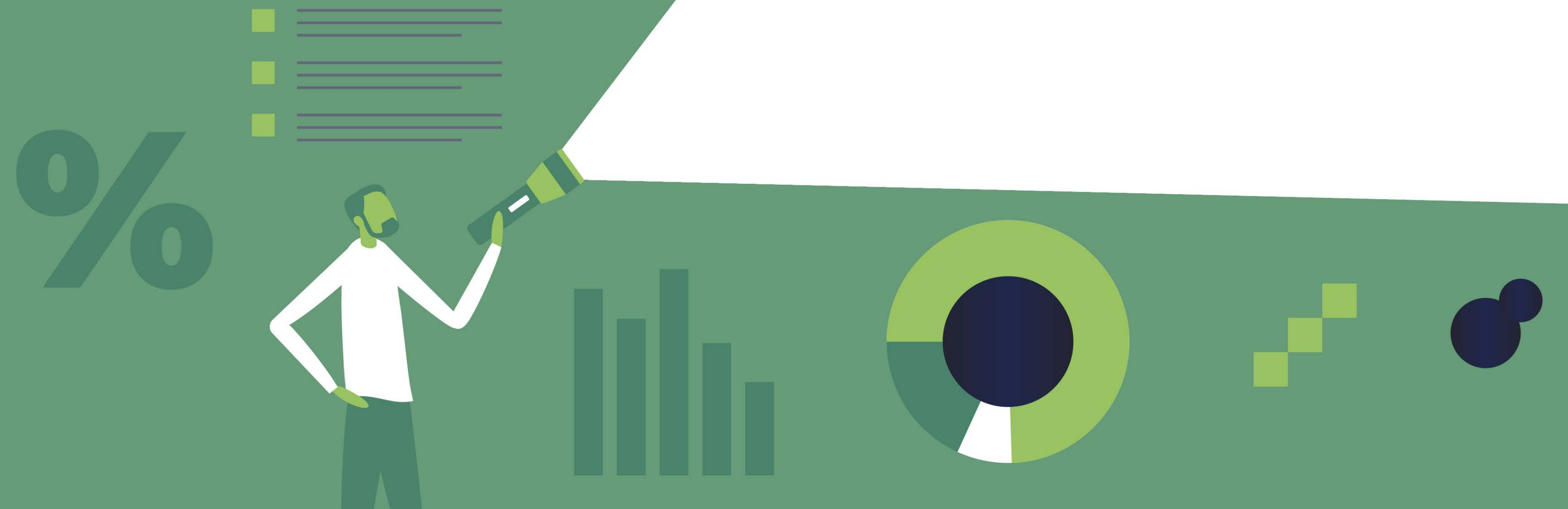
Numbers & Notes

2,195
responses to staff survey

65
responses to ETB Boards and CEs survey

221
responses to Principals and FET Centre Managers survey

23
responses from ETB Administrative Offices

- Prefer not to say' cohort <13%
- Number of people who accessed the survey but didn't complete <40%
- Female to male ratio of staff responses 72% : 24%
- No significant differences in demographics re: School v FET personnel
- Other data sources: SOLAS 2020-2021; DE 2021; Central Statistics Office Census 2016; ETBI FET Active Inclusion Survey 2021
- Community National Schools (CNS)
- Community Colleges (CC)

Policy, Personnel & Priorities

90%-100% of respondents rate the promotion of EDI as very - extremely important

70% of ETBs either have (42%) or are currently developing (31%) an EDI policy

75% of ETBs have a designated staff-member with responsibility for progressing the EDI agenda in their Head Office

70% of CEs, Board members, Principals & FET Centre Managers have had EDI training in the past 12 months. 55% of ETB staff report that they have not.

Policy, Personnel & Priorities

Most frequent EDI training delivered across the sector:

- Mental health awareness,
- Disability/ neurodiversity awareness,
- Gender identity/ diversity awareness & sexuality/ sexual orientation awareness

Less frequent EDI training delivered across the sector:

- **Anti-racism/ discri**mination,
- Unconscious bias
- Religious diversity

Across all surveys, respondents rate their ETB's performance in promoting EDI as 'good'.

The motivating factors for ETBs, their schools and centres in promoting EDI:

1. It helps us to better understand the needs of our diverse learners
2. The right thing to do
3. Helps ETBs to reflect the demographics of society

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ETB Demographics: Age, Gender & Sexual Orientation

40-59 (63%)

- The largest cohort of ETB personnel are in the 40-59 age range (63%) The exception to this are CEs and Board member responders who are mostly 50-60+ (65%)

F72%: M24%

- Significantly more women (72%) than men (24%) completed the staff survey. Females (48%) also made up the majority of CE & Board members responses and Principals and FET Managers (50%) though less so (males 43% & 46% resp.)

00.42%

- There were very few responses from those who identified as transgender or non-binary (00.42%). (AI 1.3%)

3.2%-6.5%

- 80%+ across all cohorts identify as Heterosexual. Those who identify as LGBTQ+ in this survey are 4.19% (staff), 6.56 % (CEs & Boards) and 3.27% (Principals & FET Managers). Prefer not to say 7-10%

CSO: 13%

- Current CSO data: 82% heterosexual LGBTQ+ 13% (Nov 2021 pulse, self-selected, not random stratified sample)

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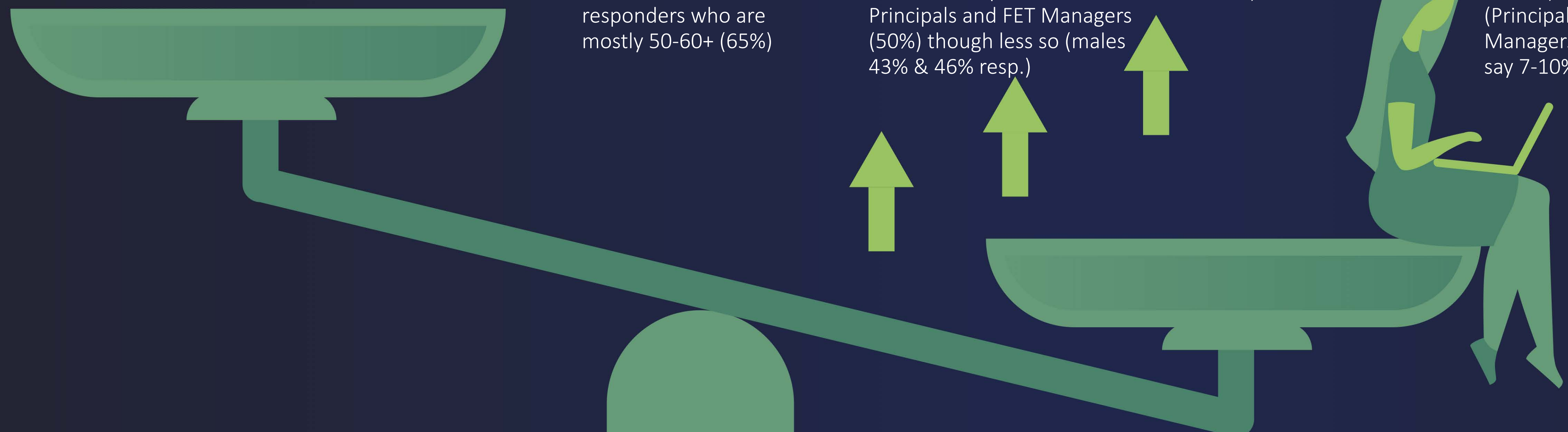
Ethnicity

ETB
88%: 8%

ETB personnel largely comprise those who identify as white Irish comprising 88.40% (staff), 86.89% (CE&BM) and 93.93% (P&FM) of the cohorts surveyed.

Those who identify as other than white Irish are 8.1% (staff) 1.64% (CE&BM) 4.68% (P&FM). In this cohort the most common non-white Irish is 'other white' (5.6%), mixed race (1.4%) and Traveller and Black (both at 0.47%)

CNS
39%: 61%

ETB CNS Learners: Of those 70% of 5304 Students who provided/ consented to share:39% white Irish, 61.08 other than white Irish. other white 27.6 %, 13.6% Black/ Black Irish, 12.64% Asian/ Asian irish. Other 5.4% Irish Traveller 0.96 Roma 0.88

CC
83%: 17%

ETB CC Learners: Nationality a compulsory field in system (118,251) but not ethnicity so not all complete it (86,484) and less again give consent to share so of the 62,979: 83% identify as white Irish. Other than white Irish 17% comprising other white 9% Traveller 2.5% Black/ Black Irish 1.9%, Other 1.8 % Asian/ Asian Irish 1.45% Roma 0.4
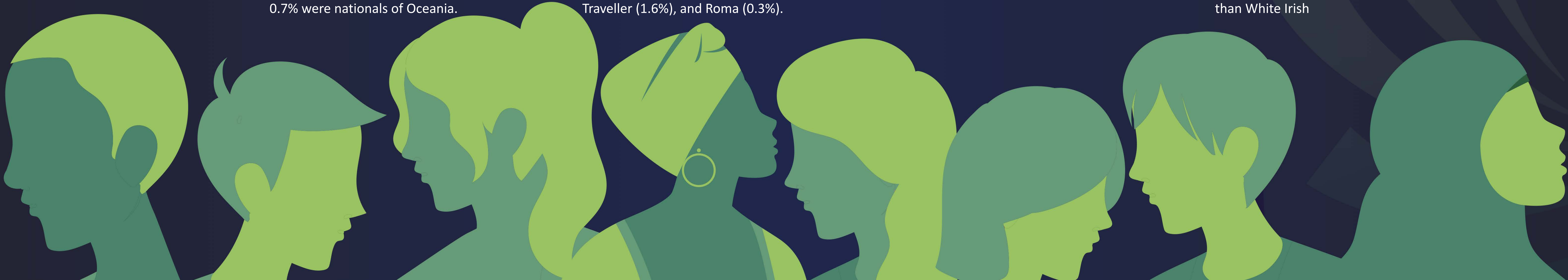
Ethnicity

FET*
78%: 22%

FET learners: 78% Irish and 22% non-Irish. Among the non-EU learner enrolments, 36.9% were nationals of Asia, 34.2% were nationals of Africa, 16.5% were nationals of the Americas, 11.6% were nationals of Europe and 0.7% were nationals of Oceania.

ETBI AI
72%: 25%

ETBI Active Inclusion Survey: the majority (72.6%) of respondents identified as White Irish, other than white Irish 25% with Other white background (13%), Other including mixed background (3.3%), Black/Black Irish (3.8%), Asian (2.8%), Irish Traveller (1.6%), and Roma (0.3%).

CSO
82%: 17%

CSO: The largest group in 2016 was "White Irish" with 3,854,226 (82.2%) usual residents. Other than white Irish: 17% Irish Travellers (30,987) made up 0.7 % of population.

CSO
14.7%

The fastest growing ethnic group since 2011 was "Other incl. mixed background", with an annualised growth of 14.7 per cent. Large increases can be seen in the number and proportion of Irish nationals with an ethnicity other than White Irish

Disability & Neurodiversity

ETB CNS & CC: No data

ETB 3.23%

3.23% of staff respondents identify as having a physical disability . Of these , over one quarter of respondent's work are not aware of their disability. 70% of disabled respondents feel their workplace is accessible (lifts the most frequently mentioned issue)
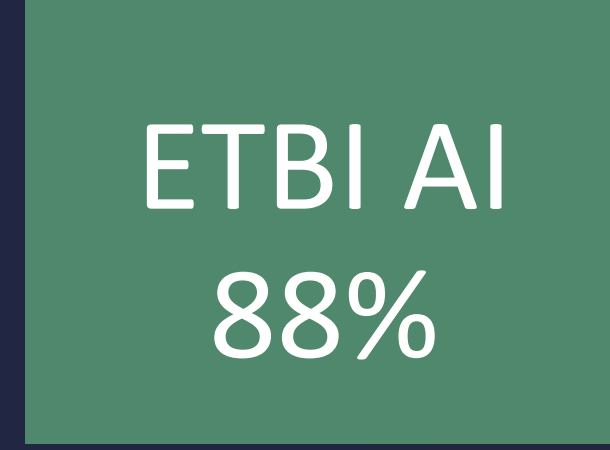
FET 7.5%

FET Learners: 11,376 Learner enrolments with at least one disability that's 7.5% of all learners enrolled in the same year.

ETBI AI 12%

ETBI Active Inclusion Survey Overall, 12.2% of respondents stated they have a disability

CSO 13.5%

CSO: 13.5 per cent of the population have a disability

ETBI AI 88%

Active Inclusion Survey: The survey asked respondents if they thought the environment in which ETB courses take place are accessible and inclusive to people with all abilities and from all backgrounds, e.g., buildings, classrooms, toilets. 88% agreed -strongly agreed

ETB 4.64%

Neurodiversity: 4.64% of ETB staff describe themselves as neurodiverse (Dyslexia most common) with 58% of their employers not aware of their neurodiversity.

66% believe their workplace is accessible for them. (Quiet spaces and assisted tech referenced
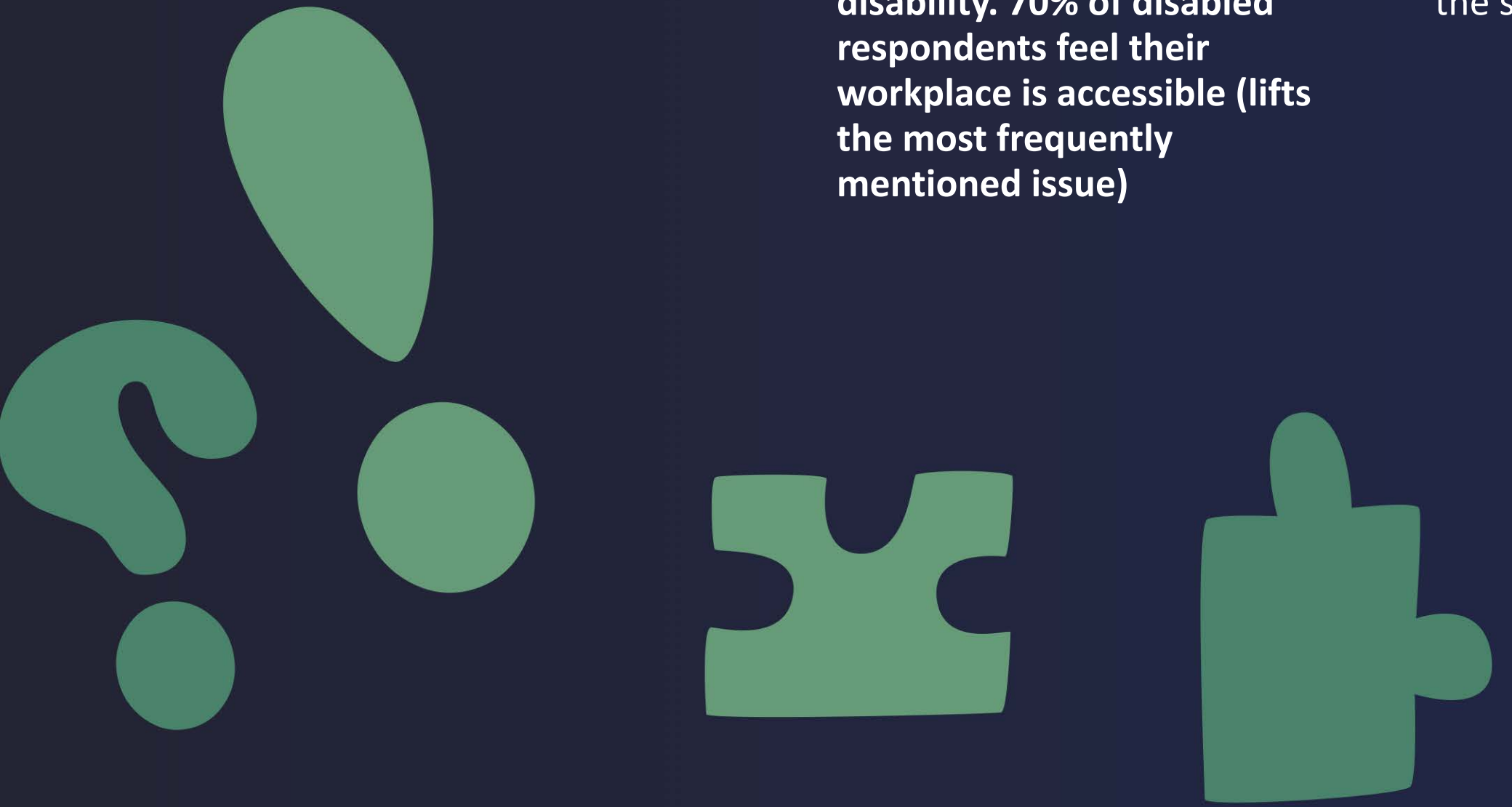
Religion

ETB 47%-67%

Religious practice. When asked if they currently identify with or engage in religious practice, the majority of respondents say they do though it varies between staff 47.72%, CEs and BMs 66.67% and Principals & FET Managers 56.07%. This question has the largest cohort of 'prefer not to say' responses (11.36% 12.28% 13.55%).

ETB 93%-100% RC

Of those who do practice or identify, most identify with Catholicism (93.41% staff 100.00% of CEs/ BMs 94.17% P&FMs. 6.6% of staff and 5.8% of Ps and FMs identify with a religion other than Catholicism with Protestantism being the most prevalent (1.8, 4.1 resp)

CNS RC47%: O53%

ETB CNS: Of those who provided info/ consent (3343) 47% RC 53% other than RC with other Christian 22% Muslim 13% no religion 11% Hindu 4%

ETBI AI RC67%: O26%

Active Inclusion: over two thirds (67.3%) of respondents identified as Catholic, with 26% other than RC 15.5% stated they have no religion, 5.8% preferred not to say, 5.1% were other religions, 3.1% were Muslim, 2.2% were Church of Ireland, 0.5% were Methodist and 0.4% were Presbyterian. Other religions of respondents included Christian, Protestant, Orthodox, Buddhist, Jehovah Witness, Hindu, Lutheran and Baptist

CSO RC 78%: O21%

CSO: 2016 Roman Catholics accounted for 78% per cent of the de facto population. Other than RC: 21% with no religion being largest cohort 9.8%
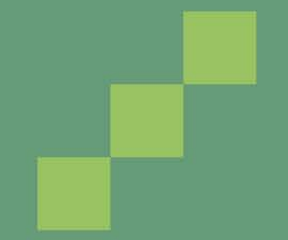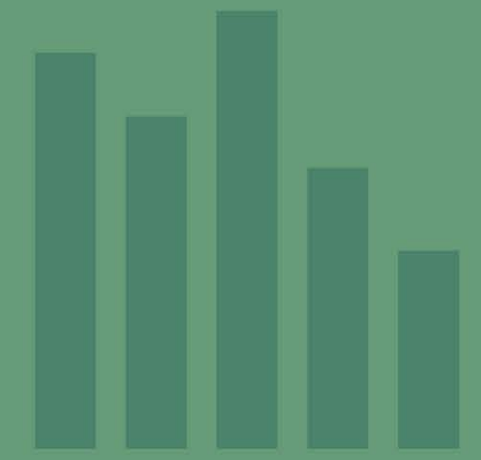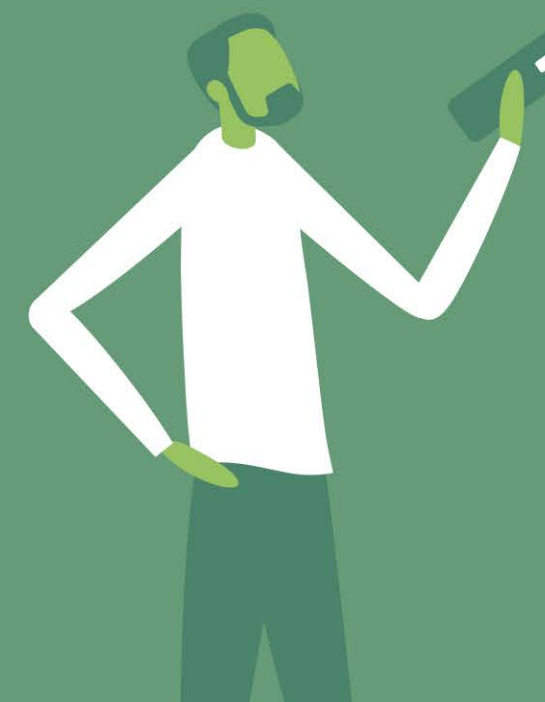
ETB CC: no data
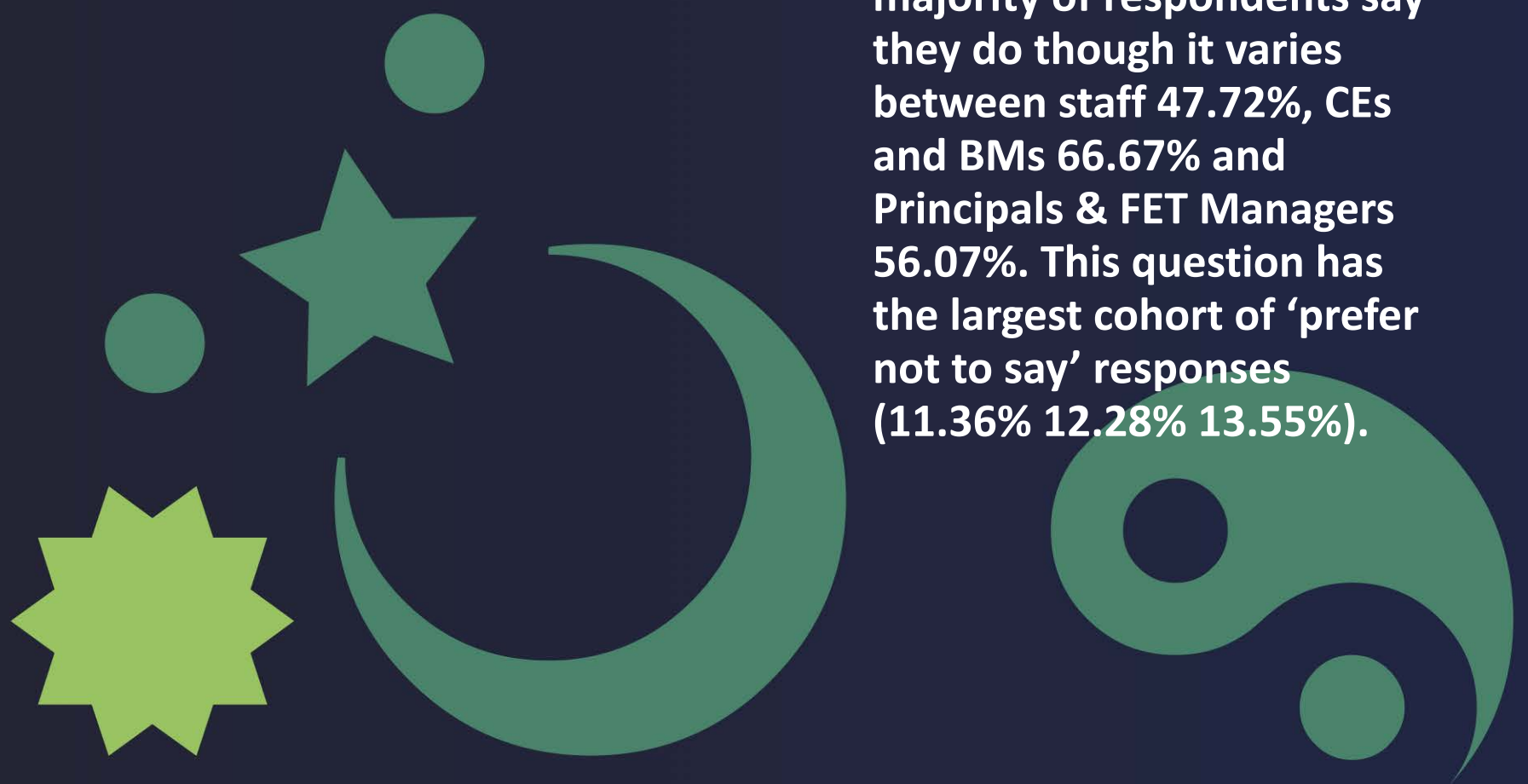
Without Opinion, It's just data

Comments: ETB staff

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"To have more staff of differing backgrounds would represent the student cohort more. **This year was the first year I noticed more permanent staff from backgrounds that were not traditional white Irish which I really welcomed as the majority of the learners walking into our centre are not white Irish and so it feels like a better representation and a better feeling all around.**"

"The makeup of our staff is not reflective of the new communities that have come to live in Ireland over the last couple of decades."

"I sometimes struggle with simple tasks but I'm afraid to speak out about it."

"We live in a very diverse country and need to acknowledge this at every level of education. Staff need to be educated around diversity and inclusion - I have witnessed a lot of racism at staff room level."

"It would be nice if our students could see some diversity reflected in our staff. The least we should have is access for wheelchair users to most parts of the buildings. Very few of our buildings are fit for anyone with disabilities."

"Please don't repeat the mistakes of other countries with longer experience of diversity. Allow the people affected most by inequality to be the authors of policy."

"What you cannot see, you cannot be. It would be brilliant for all learners to see and identify with staff, and in turn staff to relate to the learner."

"We are probably very good on gender but race is a problem. I am not aware of any black teachers working in any of our centres."

Comments: ETB staff

"The hiring culture needs to be addressed. Posts are supposed to be publicly advertised/fair competition but hiring practices are still biased towards the white middle class. There are no people of colour working in my setting and I am one of the few with a working class background. No one is outwardly NeuroD or lgbtq+ . I have never met a person of colour in the waiting area at interviews for teaching posts."

"The criteria for nominating reps to the board should be reviewed at ETBI level to ensure diversity is included. Members of the board really need training in D and I."

"An EDI officer in each ETB would really help to provide cohesive training and planning throughout the ETB's."

"Everyone should have diversity training and should work on inclusion in a way that supports people's experiences and differences and doesn't treat it as a stat that needs to be boosted or a box that needs to be ticked."

"I think that given the importance of these issues, there should be more awareness training - not just for staff, but for the students and wider communities."

"I think that in order to ensure we have a benchmark to judge ourselves currently and to judge any improvement in the area of EDI, it would be really useful to design a survey for all staff members and all service users (students/learners/trainees) to complete. If we had a real sense from an anonymous survey of what kind of biases and discrimination people are experiencing in our service, we might be better placed to address them."

"It should be mandatory for every ETB to have an EDI committee with a clear vision and implementation strategy."

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Headline Results

- Survey of the ETB workforce by Education and Training Boards Ireland (ETBI) found that most staff and management are white, Irish, heterosexual, Catholic, and neurotypical with no physical disability while ETB learners are increasingly diverse.

- **90 per cent** of ETB staff rate the promotion of EDI as extremely important with the main motivating factor that it 'helps us to better understand the needs of our diverse learners' followed by it being 'the right thing to do' and to help ETBs to 'reflect the demographics of society'. **100 per cent** of head office staff agreed that it was 'extremely important'.

- **55 per cent** of ETB staff report that they have not had EDI training in the past 12 months. This increased to **70 per cent** amongst chief executives, board members, principals, and managers in Further Education and Training Centres.

- Anti-racism and religious diversity training were delivered less frequently than awareness training in areas like disability, neurodiversity, mental health, gender identity, and sexuality.

- **75 per cent** of ETBs have a designated staff-member with responsibility for progressing the EDI agenda in their Head Office but fewer schools and FET centres have this designated role (**55 per cent**).