



Equality & Diversity Annual Report

2017 - 2018

February 2019

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1. Introduction

This report is the annual report on the College's progress against its equality objectives for the period 2015 – 2018, the report sets out the key staff and student data which was used to monitor and to evaluate the agreed actions to support the achievement of those equality objectives. The report covers the academic year for 2017-18.

2. The Equality Objectives

During the period 2015 - 2018 the College set Equality Objectives and actions to support these objectives within the following broad areas:

- 2.1. Leadership and Organisational Commitment;
- 2.2. Learner and Stakeholder Engagement;
- 2.3. Learner achievement, access and experience;
- 2.4. A modern and diverse workforce; and
- 2.5. Community awareness and equality mapping.

Performance against the final year's action plan relating to these objectives are shown in the table at Appendix C.

Going forward, the College has chosen to focus on more specific equality objectives for the next four year period 2019 – 2022. The equality objectives are published on the College's website.

3. The College Learner Profile 17-18

The College is a medium-sized, general further education college, with about 2,650 students aged 16-18 and 1,350 adult students. Located in both Dartford and Gravesend, it completed a major £85 million re-development programme in 2011. The College serves a travel to learn area of approximately 300,000 people. The College operates from its main campuses in Dartford and Gravesend but, offers courses from a range of other local venues, including Bluewater Shopping Centre, a bespoke centre for sustainable construction in Dartford, known as SusCon and Maritime Specialist Courses at the Thameside campus.

The College provides courses in 11 subject sector areas, ranging from pre-entry to higher level programmes. The College also had approximately 550 apprentices on work-based learning programmes during 2017-18.

By way of analysis of the student cohort, approximately 18% of long enrolments for 16-18 year olds are studying at foundation level courses; 27% at intermediate and

54% at advanced level. The proportion of enrolments from ethnic minority groups is 16%, which is above the representation of the average population of Dartford and Gravesham Borough Council areas. (Census data 2011).

4. College Learner Equality Profile

During the 2017-18 academic year there were 2,904 FE funded students. Metrics relating to the diversity of these students and their success rates are shown in Appendix A.

- 4.1. The majority (90.2%) of FE funded students were 16-18 year olds in 2017-18.
- 4.2. The gender balance of students was 51% male and 49% female.
- 4.3. 14.4% of our FE Funded students are from Black and Minority Ethnic ("BAME") groups, although this is a slightly lower representation than the census statistics for Dartford and Gravesend, which is 15.3%, the overall proportion of student enrolments from ethnic minority groups is higher at 16%.
- 4.4. 33% of students have declared a disability, which has increased significantly in comparison to 2016-17 where 24% of students had a declared disability.
- 4.5. The attainment gap for students aged 19+ has increased to 7.5%, from 4.8% in 2016-17.
- 4.6. In relation to ethnicity, gender and disability student achievement gaps are narrowing year on year and there are no significant gaps in attainment between these learner groups.
- 4.7. Students with a declared disability have higher success rates than those without a disability, which reflects that the College has good additional support in place and that it offers an environment that is supportive to individuals with a disability(ies).

5. College Staff Equality Profile

The full annual staff related metrics are shown in Appendix B, Tables 1 - 8.

During the 2017-18 academic year, the College employed a headcount of 450 staff permanent staff, totalling 375 FTE (Full-Time Equivalent) staff.

- 5.1. The College employs staff aged from 19 to 78 years old. The average age is 46, which is a slight increase on 2016-17.

- 5.2. The gender balance of staff across the College is 34% male and 66% female, this has remained the same as 2016-17.
- 5.3. 12.1% of staff are from Black and Minority Ethnic (“BAME”) groups, this is a slightly lower representation than the census statistics for Dartford and Gravesend which is 15.3%.
- 5.4. 2.1% of staff have declared a disability. 48% of staff have chosen not to make a declaration at all in respect of a disability. The College is confident that it operates supportive processes that enable individuals with a disability(s) to declare and discuss these freely.
- 5.5. There has been a slight increase in staff declaring their sexual orientation, however 21.9% of staff do not provide any information at all.
- 5.6. The College encourages respect and acceptance of all cultural beliefs and backgrounds and 5.2% of our staff have declared religious faiths and beliefs other than Christianity. 25% of staff have declared that they do not have a religion and 14.5% have not declared any information at all.
- 5.7. There are high proportions of staff who do not declare any information at all or “prefer not to say” in respect of the protected characteristics set out by the Equality Act.

Whilst the College encourages individuals to provide data to help it to report on as full information as possible, particularly during the induction stage of an individuals’ employment, the College is also respectful of the individual’s right to choose what information they provide about themselves. It is in the individual’s control to add or remove information in relation to the protected characteristics via a self-service portal of the HR system.

The College does not deem it as a negative if the individual chooses not to provide some, or all, of the information rather than an individual does not provide this information because they do not deem it relevant to their employment either way. However, the College will continue to explain the reasons that this information would assist it achieving a fuller picture in relation to equality and diversity.

6. Where the College is on equality

The College’s efforts to eliminate discrimination, to foster good relations and advance equality of opportunity between people who share a Protected Characteristic and people who do not share it, are evidenced continually and via a range of our activities.

In 2017-18 the key E&D activities undertaken by the College were:

- 6.1. Management staff attended transgender awareness training;
- 6.2. A programme to deliver Prevent, Run Hide and Tell and British Values sessions to both students and staff was implemented.;
- 6.3. In line with legal requirements, the College produced its first report on its gender pay gap in 2017-18 and will continue to do so annually, reporting outcomes on its website;
- 6.4. The Teaching and Learning Team have attended mental health awareness training to understand how best to support students with mental health illnesses and a programme to extend this knowledge to the wider curriculum team is being implemented;

The above activities are in addition to the continual cycle of activities that the College has incorporated into its standard practices and include the following:

- 6.5. Equality and diversity are promoted in the College both to students and staff;
- 6.6. The Equal Opportunities Group provides an overarching promotion and review body, which operates at a strategic level, and covers both equality and diversity in relation to students and staff;
- 6.7. Policy impact assessments are thorough and current;
- 6.8. Training and briefings for all staff are planned on a regular cycle;
- 6.9. Equality and Diversity Training is included in the staff induction programme, so that no member of staff joins the organisation without having undertaken this training prior before the end of their first month of employment;
- 6.10. Data for different equality and diversity categories of students and staff are used effectively to help inform action plans, quality improvement and course development;
- 6.11. Progress against Equality Objectives and the results of the most recent review are published annually;
- 6.12. Equal Pay audits are undertaken annually;
- 6.13. Embedding equality into lesson plans is a key aspect of the support delivered to the College's teaching staff from its teaching and learning team;
- 6.14. Lesson observations include a focus on equality;
- 6.15. Promoting real student case studies on the College's website; captured from a broad range of students;

- 6.16. Student tutorials include themes on bullying and harassment, citizenship, employability, homophobia, identity, racism, rights and responsibilities and much more
- 6.17. Promotion of reporting incidents of bullying, cyber-bullying and harassment are available across the college in different formats; and
- 6.18. Continuation of Learner Voice council with representatives from the majority of curriculum areas and regular student survey information reviewed and action planned in direct response.

APPENDIX A - Student success rates by ethnicity and diversity measure 2017 to 2018

		2015/2016		2016/2017		2017/2018	
		Students	Success Rates %	Students	Success Rates %	Students	Success Rates %
Age	16-18	3,011	87.9	2,659	89.3	2,617	91.8
	19+	640	84.5	399	84.5	287	84.3
	Attainment Gap		3.4		4.8		7.5
Gender	Male	1,741	87.5	1,600	89.3	1,472	91.0
	Female	1,910	87.2	1,458	88.0	1,432	91.1
	Attainment Gap		0.3		1.3		0.1
Ethnicity	White British	3,230	87.0	2,651	88.4	2,486	91.4
	BME	421	90.0	407	90.4	418	89.5
	Attainment Gap		3.0		2.0		1.9
Disability	Has Disability	984	87.1	748	89.3	966	92.4
	No Disability	2,667	87.4	2310	88.4	1938	90.4
	Attainment Gap		0.3		0.9		2.0

APPENDIX B – STAFF PROFILES BY PROTECTED CHARACTERISTIC

1. Gender Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/ Casual (31/08/17)	Sessional/C asual (31/08/18)	Total % (31/08/17)	Total % (31/08/18)
Full time Males	6	6	80	79	43	37	0	0	22.2	23.7
Full Time Females	5	4	73	71	72	72	0	0	27.5	28.5
Part Time Males	0	0	32	11	6	4	30	36	12.1	10
Part Time Females	1	2	59	40	117	115	35	38	38.2	37.8
Totals	12	12	244	201	238	228	65	74	100	100

2. Age Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/ Casual (31/08/17)	Sessional/ Casual (31/08/18)	Total % (31/08/17)	Total % (31/08/18)
16-24	0	0	6	2	22	13	6	10	6	4.9
25-34	0	0	54	39	39	35	11	12	18.3	16.7
35-44	2	2	57	50	44	42	11	15	20	21.2
45-54	7	6	64	54	88	76	13	12	30.3	28.7
55-64	2	3	53	51	51	58	17	17	21.7	25.0
65+	1	1	10	5	3	4	7	8	3.7	3.5
Totals	12	12	244	201	247	228	65	74	100	100

Table 5

Ethnic Origin Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/Casual (31/08/17)	Sessional/Casual (31/08/18)	Total (31/08/17)	Total (31/08/18)	% College (31/08/17)	% College (31/08/18)
White: English/Welsh/Scottish/ Northern Irish/British	10	10	190	160	212	198	56	63	468	431	82.4	83.4
White: Irish	0	0	2	1	1	1	1	1	4	3	0.7	0.6
White Gypsy or Irish Traveller	0	0	0	0	0	0	0	2	0	2	0.0	0.4
White: Other	0	0	0	1	9	6	1	1	10	8	1.7	1.6
Mixed: White/Black Caribbean	0	0	1	1	0	0	0	1	1	2	0.2	0.4
Mixed: White and Black African	0	0	1	1	0	0	0	0	1	1	0.2	0.2
Mixed: White and Asian	0	0	2	0	1	2	0	1	3	3	0.5	0.6
Mixed Any Other / Multiple ethnic background	1	1	3	3	2	2	1	0	7	6	1.2	1.2
Asian/Asian British Indian	0	0	9	6	6	4	0	0	15	10	2.6	1.9
Asian/Asian British Pakistani	0	0	0	0	0	0	0	1	0	1	0.0	0.2
Asian/Asian British Bangladeshi	0	0	0	0	1	1	1	0	2	1	0.4	0.2
Asian/Asian British Chinese	0	0	1	0	0	0	0	0	1	0	0.2	0.0
Asian/Asian British Other Asian	0	0	2	2	2	2	0	1	4	5	0.7	1.0
Black/African/ Caribbean/ Black British: Caribbean	0	0	6	6	0	0	1	1	7	7	1.2	1.4
Black/African/ Caribbean /Black British: African	0	0	7	4	2	2	0	0	9	6	1.6	1.2
Black/African/ Caribbean /Black British: Other	0	0	4	3	1	1	0	0	5	4	0.9	0.8
Other ethnic group: Arab	0	0	1	0	1	1	0	0	2	1	0.4	0.2
Other ethnic group: Other	0	0	0	1	0	0	0	0	0	1	0.0	0.2
Not Known	1	1	15	12	9	8	4	2	29	23	5.1	4.5
Totals	12	12	244	201	247	228	65	74	568	515	100	100

Table 6: Disability Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/ Casual (31/08/17)	Sessional/ Casual (31/08/18)	Total % (31/08/17)	Total % (31/08/18)
Disabled – Yes	0	0	6	6	6	5	1	0	2.3	2.1
Disabled – No	3	3	117	95	109	101	45	58	48.2	49.9
Unknown	9	9	121	100	132	122	19	16	49.5	48
Totals	12	12	244	201	247	228	65	74	100	100

Table 7: Religion Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/ Casual (31/08/17)	Sessional/ Casual (31/08/18)	Total % (31/08/17)	Total % (31/08/18)
Christian	7	7	114	88	155	137	39	41	55.5	52.8
Buddhist	0	0	0	0	2	2	0	1	0.4	0.6
Jewish	0	0	1	1	0	0	0	0	0.2	0.2
Sikh	0	0	5	3	6	4	0	0	1.9	1.4
Hindu	0	0	5	5	1	1	0	0	1	1.2
Muslim	0	0	3	1	3	3	1	1	1.2	1
No religion	3	3	75	68	51	55	13	19	25	28.2
Any other religion	0	0	2	3	1	1	0	0	0.5	0.8
Unknown	2	2	39	32	28	25	12	12	14.3	13.8
Totals	12	12	244	201	247	228	65	74	100	100

Table 8: Sexual Orientation Profile by Post Category at 31 August 2018

	SLT (31/08/17)	SLT (31/08/18)	Teaching (31/08/17)	Teaching (31/08/18)	Support (31/08/17)	Support (31/08/18)	Sessional/ Casual (31/08/17)	Sessional/ Casual (31/08/18)	Total % (31/08/17)	Total % (31/08/18)
Bisexual	0	0	3	3	1	1	2	2	1	1.2
Gay man	0	0	3	1	1	1	0	0	0.7	0.4
Gay woman/lesbian	1	1	8	7	2	2	0	0	2	1.9
Heterosexual / straight	6	6	168	140	197	184	46	54	73.4	74.6
Other	0	0	3	3	1	1	0	0	0.7	0.8
Prefer not to say	3	3	16	12	10	8	4	4	5.8	5.2
Unknown	2	2	43	35	35	31	13	14	16.4	15.9
Totals	12	12	244	201	247	228	65	74	100	100