

# Equality & Diversity Compliance Report

## 2013/2014

### Introduction

The report demonstrated the College's compliance with the "general duty" under the Public Sector Equality Duty (PSED) section of the act.

The Equality Duty has three aims. It requires the College to have **due regard to the need to:**

- **Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;**
- **Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and**
- **Foster good relations between people who share a protected characteristic and people who do not share it.**

### Information

*The act requires that information is published annually which identifies information used to monitor compliance with the legislation*

### Equality in Employment

*We aim to ensure equality through the employment cycle including recruitment, selection, staff development, discipline and grievances. All College policies are subject to our Equality Impact Assessment (EIA) process and an EIA will be carried out at each review. Monitoring data is gathered as part of recruitment and selection process. All disabled applicants who meet the essential criteria for posts will be guaranteed an interview as part of the Positive About Disability Scheme which we conform to. The Reigate College Equality Act Compliance Report contains staff demographics data taken from the Staff Database, Application Forms, Occupational Health Reports and Appraisal Forms.*

## **Staff Demographics**

**Age:** The majority of employees at Reigate College are within the 51- 60 age category (28%) , followed by the 41 – 50 age category (24%) , followed by the age category 21 – 30 (23%), followed by the age category 31 – 40 (16%) and finally with over 60 (8%) and lastly under 20 (1%)

**Ethnicity data in this section has been reported in the following way:**

*Asian or British Asian – Indian*

*Black or Black British – African*

*Black or Black British – other*

*Mixed – any other mixed background*

*Mixed – White and Asian*

*Not Known*

*Other*

*White or any other white background*

*White – British*

*White – Irish*

*White – Other European*

The majority of staff has white ethnicity (87%) with 11% of minority ethnic groups and 1% not known and 1% being other

The proportion of the staff with ethnic minority backgrounds is:

**Teacher 12%**

**Support 12%**

**Management 7%**

According to the 2011 census 14% of the England and Wales population and 10.6% of the population in Reigate & Banstead was BAME. We can conclude that although compared nationally there is under-representation in the organisation we are in line with the local statistics.

**Gender:** In recent years, women have been well represented at all levels in the organisation with 65% of staff in the College being female. Out of the 208 members of staff at the College, 27% are full time females, 38% are part-time females, 26% are full time males and 9% are part-time males. The gender balance across Support Staff and the Teaching Faculty is as follows:

Senior Management 36% Female 64% Male

Support Staff 71% Female 29% Male

Catering 40% Female 60% Male

Teaching 62% Female 38% Male

With regard to the Gender Pay Gap, the College follows a national pay scale for both Support and Teaching Staff supplied by the Sixth Form Colleges Forum. The median average annual salary for Teaching and Support Staff split into females and males is as follows:

Average of Salary			
	F	M	Grand Total
Catering	8,103.35	16,328.60	11,842.10
Management	50,793.09	58,768.02	56,109.71
Support	17,262.23	20,946.23	18,183.23
Teaching	30,645.05	32,597.66	31,362.33
Grand Total	24,191.91	31,704.30	26,792.35

With regards to promotion, over the last 12 months only one member of staff received a promotion. It was a Management promotion awarded to a female member of staff.

**Disability:** Information from this section is taken from application forms and the staff appraisal forms. At appointment 10% have declared they have a disability, with 3% unknown and 89% having no disability. With regards to the summer 2014 appraisal forms, of the 180 members of staff who had an appraisal, no members of staff asked to be referred to Occupational Health over the last calendar year. The disability figures across Support Staff, Teaching Staff and Management, including information from the appraisal forms and Occupational Health Reports are as follows:

Teacher 11

Support Staff 11

Management 0

Catering 0

**Faith:** Information on this section is not collected, however a room for pray is available at any time for use by both students and staff. Special leave may be granted at the discretion of the Principal for religious festivals

**Pregnancy and Maternity:** Of the 8 members of staff who went on maternity leave over the last 2 years, records show that 4 returned to work on the same hours, 4 returned to work with hours renegotiated.

**Marriage and Civil Partnership:** Information on this section is not collected

**Sexual Orientation:** Information on this section is not collected

**Gender Reassignment:** Information on this section is not collected

## Student Demographics

### Equality & Diversity impact assessment outcome data 2013 – 2014

#### Reigate Students by ethnicity

<b>Ethnicity</b>	<b>Number</b>	<b>%</b>
<b>Arab</b>	<b>2</b>	<b>0.1</b>
<b>Asian/Asian British - Bangladeshi</b>	<b>11</b>	<b>0.5</b>
<b>Asian/Asian British - Chinese</b>	<b>11</b>	<b>0.5</b>
<b>Asian/Asian British - Indian</b>	<b>26</b>	<b>1.2</b>
<b>Asian/Asian British - Other</b>	<b>29</b>	<b>1.3</b>
<b>Asian/Asian British - Pakistani</b>	<b>30</b>	<b>1.4</b>
<b>Black - other</b>	<b>7</b>	<b>0.3</b>
<b>Black/Black British - African</b>	<b>35</b>	<b>1.6</b>
<b>Black/Black British - Caribbean</b>	<b>15</b>	<b>0.7</b>
<b>Mixed - other</b>	<b>29</b>	<b>1.3</b>
<b>Mixed - White and Asian</b>	<b>38</b>	<b>1.8</b>
<b>Mixed - White and Black African</b>	<b>17</b>	<b>0.8</b>
<b>Mixed - White and Black Caribbean</b>	<b>28</b>	<b>1.3</b>
<b>Not provided</b>	<b>1</b>	<b>0</b>
<b>other</b>	<b>8</b>	<b>0.4</b>
<b>White - Irish</b>	<b>7</b>	<b>0.3</b>
<b>White - British</b>	<b>1817</b>	<b>83.7</b>
<b>White - other</b>	<b>60</b>	<b>2.8</b>
<b>Total</b>	<b>2171</b>	

Students at Reigate College come from a variety of local authority areas so a definitive comparison is difficult. The table below gives an idea of the over distribution of ethnic minority and British residents of the local area.

#### Borough Breakdown

Ethnicity	Reigate and Banstead	%
T03:1 : ALL PEOPLE	137,835	
T03:2 : White - British	117,092	84.95
T03:3 : White - Irish	1,554	1.12
T03:4 : White - Other White	6,233	4.52
T03:5 : Mixed - White and Black Caribbean	736	0.53
T03:6 : Mixed - White and Black African	409	0.30
T03:7 : Mixed - White and Asian	1,111	0.81
T03:8 : Mixed - Other Mixed	781	0.57
T03:9 : Asian or Asian British - Indian	2,192	1.59
T03:10 : Asian or Asian British - Pakistani	1,189	0.86
T03:11 : Asian or Asian British - Bangladeshi	532	0.39
T03:12 : Asian or Asian British - Other Asian	2,165	1.57
T03:13 : Black or Black British - Black Caribbean	603	0.44
T03:14 : Black or Black British - Black African	1,312	0.95
T03:15 : Black or Black British - Other Black	251	0.18
T03:16 : Chinese or Other Ethnic Group - Chinese	914	0.66
T03:17 : Chinese or Other Ethnic Group - Other Ethnic Group	761	0.56

SOURCE: 2011 Census  
(ONS)

## Retention, achievement and success rates by ethnicity L2

<b>Ethnicity</b>	<b>Retention%</b>	<b>Achievement%</b>	<b>Success%</b>
<b>Arab</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Asian/Asian British - Bangladeshi</b>	<b>85.71</b>	<b>100</b>	<b>85.71</b>
<b>Asian/Asian British - Chinese</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Asian/Asian British - Indian</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Asian/Asian British - Other</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Asian/Asian British - Pakistani</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Black - other</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Black/Black British - African</b>	<b>81.48</b>	<b>95.45</b>	<b>77.78</b>
<b>Black/Black British - Caribbean</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Mixed - other</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Mixed - White and Asian</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Mixed - White and Black African</b>	<b>66.67</b>	<b>100</b>	<b>66.67</b>
<b>Mixed - White and Black Caribbean</b>	<b>100</b>	<b>88.89</b>	<b>88.89</b>
<b>White - British</b>	<b>95.97</b>	<b>97.29</b>	<b>93.08</b>
<b>White - other</b>	<b>100</b>	<b>96.15</b>	<b>96.15</b>

### Retention, achievement and success rates by ethnicity L3

<u>Ethnicity</u>	<u>Retention%</u>	<u>Achievement%</u>	<u>Success%</u>
Black - other	100	94.74	94.74
White - Irish	100	95.65	95.65
Asian/Asian British - Pakistani	97.62	96.3	92.86
Not provided	100	100	100
Black/Black British - African	95.51	96.47	92.13
White - British	95.49	96.82	90.94
Asian/Asian British - Other	100	96.59	96.59
Arab	100	100	100
White - other	98.24	96.36	93.53
Black/Black British - Caribbean	100	97.5	95.12
Mixed - White and Black African	100	95.83	93.88
Mixed - other	96.04	97.87	91.09
Mixed - White and Black Caribbean	98.75	100	98.75
Asian/Asian British - Chinese	100	96.97	96.97
Asian/Asian British - Indian	98.78	95.06	93.9
other	100	100	100
Asian/Asian British - Bangladeshi	100	100	96.77
Mixed - White and Asian	97.71	97.62	93.89

The success rates for ethnic minority groups are as a whole in line with the whole cohort. No action needed.



### Reigate Students by Gender

Sex	Number	%
<b>F</b>	<b>1164</b>	<b>53.3</b>
<b>M</b>	<b>1019</b>	<b>46.6</b>
<b>Total</b>	<b>2183</b>	

### Retention, achievement and success rates by gender

Level	M/F	Achievement	Retention
2	F	100	88
2	M	100	91
3	F	97	95
3	M	97	94

### Who gets the high grades?

Level	Sex	%
<b>2</b>	<b>F</b>	<b>70</b>
<b>2</b>	<b>M</b>	<b>67</b>
<b>3</b>	<b>F</b>	<b>59</b>
<b>3</b>	<b>M</b>	<b>49</b>
<b>All 2</b>		<b>68.4</b>
<b>All 3</b>		<b>54.4</b>

Female high grades are markedly higher at level 3.

Follow up: Female attainment nationally is ahead of male attainment. A further investigation will be held at HoDs meetings to discuss this.

### Reigate College Students by LDD

No of Disability	No of Learning Disability	Total Disability	Total Students	Disability %	Learning Disability %	Total Disability %
135	139	274	2183	6.18	6.37	12.55

### Retention, achievement and success rates by LDD

The success rates for LDD are:

Level	Achievement	Retention	Reigate Cohort Achievement
2	100	87	100
3	95	91	96

### High Grades for LDD Students

Level	LDD % High grades	Reigate cohort % high grades
2	59	68.4
3	49	54.4

Follow up: there is a marked difference between the high grades achieved by LDD students. An investigation will be conducted with Learning Support to address this difference.

### Level 2 Students Coming Back

Level 2, ethnic minority students, females, LDD and bursary students are more likely to return to students. Male students are less likely to return.

	Progression from level 2 - 3	Whole Cohort Progression
<b>Ethnicity</b>	<b>78%</b>	<b>73%</b>
<b>LDD</b>	<b>75%</b>	
<b>M</b>	<b>72%</b>	
<b>F</b>	<b>77%</b>	

Where do they all go when they leave (level 3 students)?

<b>Destination</b>	<b>F</b>	<b>M</b>	<b>Total</b>
Higher Education	283	247	530
FE	22	10	32
Full time employment	35	43	78
Other	220	202	422
<b>Total</b>	<b>560</b>	<b>502</b>	<b>1062</b>
% to HE	50.5	49.2	
<b>Destination</b>	<b>White</b>	<b>Minority</b>	<b>Total</b>
Higher Education	420	110	530
Full time employment	74	4	78
FE	30	2	32
Other	371	41	412
<b>Total</b>	<b>895</b>	<b>157</b>	<b>1052</b>
% to HE	46.9	70.06	
<b>LDD (disabilities) Students</b>			
<b>Destination</b>	<b>F</b>	<b>M</b>	<b>Total</b>
Higher Education	6	12	18
FE	1	0	1
Full time employment	4	5	9
Other	9	9	18
<b>Total</b>	<b>20</b>	<b>26</b>	<b>46</b>
% to HE	30	46	
<b>Bursary Students</b>			
<b>Destination</b>	<b>F</b>	<b>M</b>	<b>Total</b>
Higher Education	32	35	67
FE	5	1	6
Full time employment	5	5	10
Other	25	23	48
<b>Total</b>	<b>67</b>	<b>64</b>	<b>131</b>
% HE	47.7	54.6	

Follow up: noted that more male students with a disability progress onto HE. And more male students who received the bursary progressed onto HE.

## Poverty at Reigate

### Reigate Students by Poverty

No of Discretionary bursary	No of Guaranteed bursary	Total bursary no.	Student cohort numbers	DB %	GB %	Total bursary %
252	6	258	2183	11.54	0.27	11.82

### Retention, achievement, and success rates by poverty

Level	Achievement	Retention
2	100	99
3	97	94

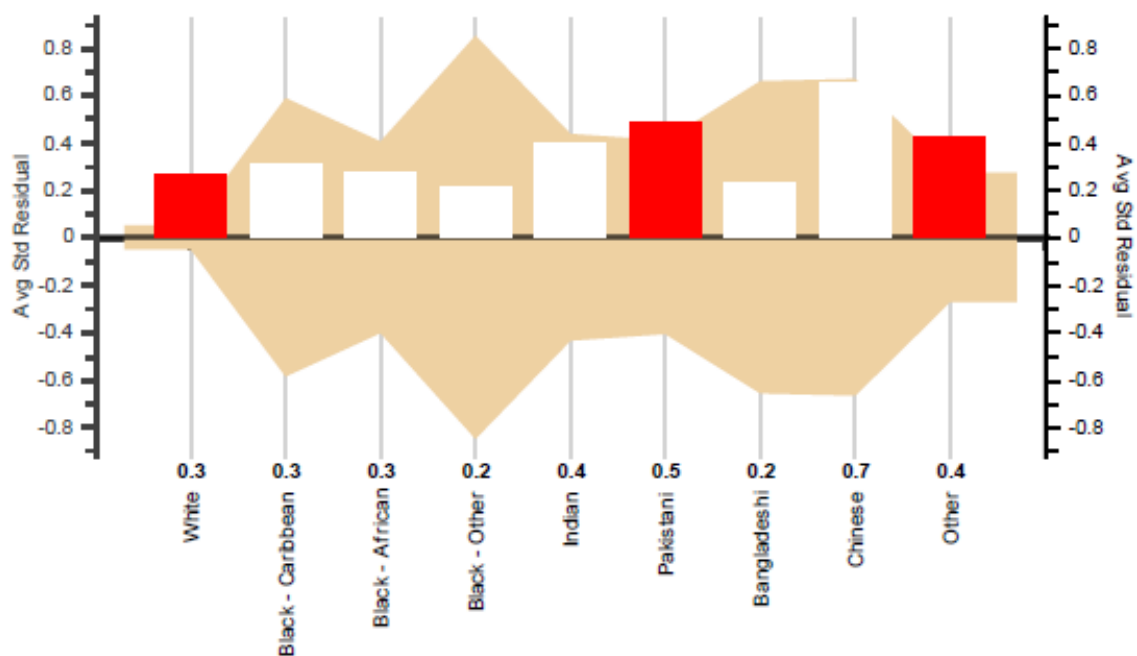
Level	High Grades	Reigate Cohort High Grades
2	79	68
3	54	54

Follow up: Success rates are in line with the whole cohort. As well as high grades being above the whole cohort at L2 and in line with the whole cohort at L3

### Value Added Stats

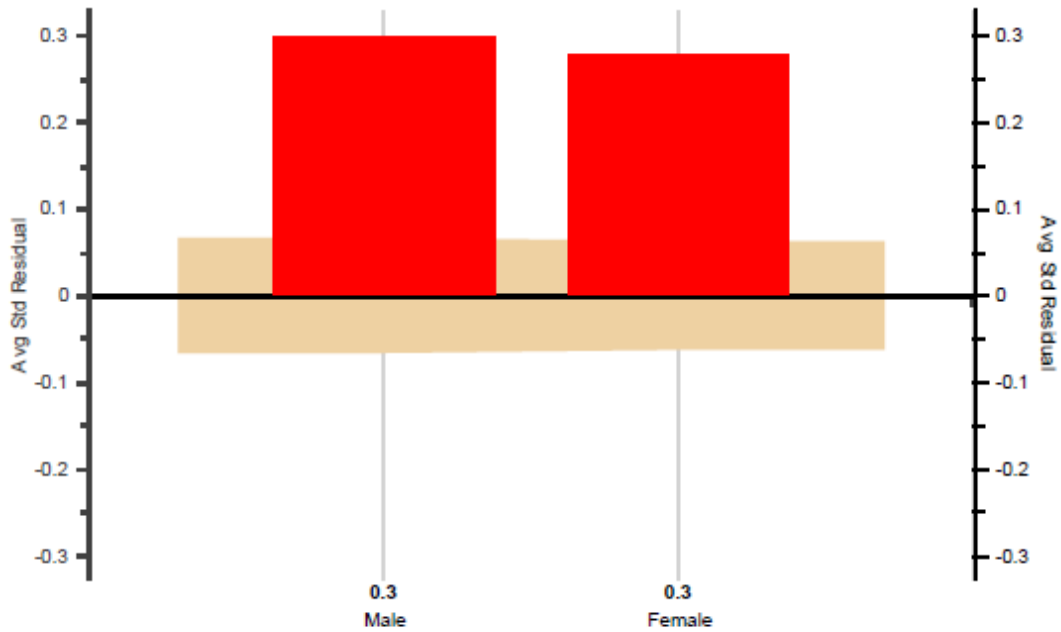
## Ethnicity Report

### Institution Overview



# Gender Report

## Institution Overview



### Action Plan

Individual action in text above plus.....

Action	Deadline	Responsibility
Equality & Diversity College Calendar Produced	September 2016	Equality Officers
E & D identified in all schemes of work	April 2015	Equality Officers
Use of Equality & Diversity student leaflets in tutorial	September 2015	Equality Officers