

Equality and Diversity Report – 2013/2014

1. Introduction

This report demonstrates 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.

The Objectives published at the end of this document have been developed in support of these aims as well as address specific E&D (Equality and Diversity) issues and attempts to raise the profile and awareness of E&D amongst College staff and students in general.

2. Information

The act requires that listed bodies with 150 employees or more, should publish annually information used to monitor compliance with the legislation. Lowestoft Sixth Form College has fewer than 150 employees (average of 70), and therefore not required to publish data, however, believes it to be good practice to do so, and is in keeping with the College's ethos of operating openly and transparently.

3. Equality in Employment

We aim to ensure equality through the employment cycle including recruitment, selection, staff development, discipline and grievances and general wellbeing. Our College policies are subject to our Equality Impact Assessment (EIA) process and an EIA will be carried out at each review. An example EIA is our Recruitment and Selection Procedure EIA which can be accessed via the Equality and Diversity web pages.

Monitoring data is gathered as part of recruitment and selection process and all College employees are asked to review and where appropriate update their personal information on an annual basis. This Report contains staff demographics data taken from the Staff Database, Application Forms, Occupational Health Reports and Annual Monitoring Review Forms.

4. Staff Demographics 2013/2014

Age: Over half (58%) of the employees at Lowestoft Sixth Form College are over the age of 40, with one third being 51 or older. Many of these employees provide a wealth of experience having been in their professions for a few decades; however this age profile also introduces issues of succession planning and talent management. Less than a fifth (19.4%) are under the age of 31 years.

Ethnicity: Less than <3% of College employees are non-white with over 97% describing themselves as white British. According to 2012 data (ONS), 86% of the population in England/Wales described themselves as white (80.5% as White British). Lowestoft Sixth Form College is a relatively small

employer and although in general, the College employee make up does reflect the ethnicity of the communities it serves, applicant data shows some under-representation in the organisation and suggests the need to attract from more diverse groups. The College is therefore investigating additional means of advertising media in an attempt to reach more diverse groups.

Gender: The gender balance among staff is broadly even with 52% females and 48% males. Of the teaching staff, 52.5% are female with 47.5% male, contrasting to support staff where females dominant in numbers with 69% female and 31% male. The College is keen to offer a flexible approach to work life balance and where practical accommodate individual preferences and home life responsibilities. As a result a relatively high proportion of staff work part time hours – over 40% comprising 7 male staff and 22 female staff.

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 Support Staff and Teaching Staff split into females and males is as follows:

- Support £20.9K females, £16.3K males
- Teaching £35.3K females, £34.0K males

During the last 12 months, 4 staff - 2 males and 2 females have had a promotion and 2 staff (1 male and 1 female) have been assigned additional responsibilities with financial uplift.

Disability: Information for this section is taken from Staff Equality Monitoring Forms and Application forms. Only 2 members of staff have declared having a disability at appointment. Of the 2 members of staff referred to Occupational Health over the last calendar year, neither was classified as being offered protection of the Equality Act 2010 (Disability Related). Adjustments were made as suggested by the Occupational Health provider for one individual whilst no adjustments deemed necessary for the second individual.

The College is keen to ensure that every effort is made to ensure that potential applicants with disabilities apply for College vacancies and that their needs are accommodated at interview and beyond. Five applicants declared themselves as having a disability at the time of application for whom interviews were offered to those who met the minimum specification criteria under the two ticks guaranteed interview scheme. Interview packs in different formats are supplied on request however no such requests were made.

Faith: The College is keen to accommodate religious beliefs of minority groups with special leave having been granted in the past to enable 1 individual to attend the religious festivities relating to a non-Christian marriage; however data relating to employee religious beliefs is currently not recorded

Recruitment monitoring data shows that for 45% of applicants who supplied the information, considered themselves as Christian with 54% having no religion and 0.6% as Jewish (data for 2013/2014 academic year).

Pregnancy and Maternity: During academic year 2013/2014 one member of staff has been on paternity leave with no staff on maternity leave.

Marriage and Civil Partnership: Statistical data not currently available. The College would however treat any requests relating to Civil Partnerships in the same manner as those relating to Marriage.

Sexual Orientation: One employee considers themselves as bisexual with remaining employees who supplied data classing themselves as heterosexual.

Gender Reassignment: Statistical data not currently available

5. Student Demographics

Students at Lowestoft Sixth Form College largely come from the Waveney district of Suffolk – an area with poor outcomes on early childhood development, a large older population, and <5% of the population being non-white British (see section 7). Student demographic data is collected at the time of enrolment and reflects the current student population.

Gender: The student gender balance is close to an equal split with 47.7% males and 52.3% females.

Disabilities: Two students have declared a disability impacting on mobility for whom special arrangements are made where appropriate including special lift passes, use of disabled parking areas and teaching locations.

Just over 2% (2.3%) of students have declared a mental health disability. The College is keen to provide additional support for students with mental health concerns and mitigate any potential negative impact on student retention and achievement. As a result the College is working closely with mental health specialists including MIND and mental health counsellors, has introduced distance learning, flexible timetabling arrangements and reduced study programmes, along with offering financial support to enable carers to accompany vulnerable students to outside College related events.

Further training on issues surrounding mental health and general awareness has been provided to College staff via a mental health workshop delivered by external specialists. Workshops on other aspects of learning difficulties including dyslexia have also been delivered.

Ethnicity: The table below shows the student applicant data reflecting the Waveney area overall and being less diverse than the population of England with <5% of students being non-white.

| Ethnicity | % of student applicants |
|---|-------------------------|
| White - English / Welsh / Scottish / Northern Irish / British | 93.3 |
| White - Any Other White background | 2.8 |
| Asian / Asian British | 1.3 |
| Black / African / Caribbean / Black British – African/ Any other Black / African / Caribbean background | 1.1 |
| Mixed (White Asian) | 0.8 |
| Mixed (Other multiple ethnic background) | 0.5 |
| Any other | 0.2 |

In order to support access to the curriculum, the College currently offers additional English support to a group of students with English as a second language. The College is also working closely with the guardians of this group.

Deprivation: Income deprived households in Suffolk are concentrated around the Lowestoft and Ipswich area and this is reflected by the fact that over 27.5% of college students are in receipt of a bursary. Of these, 4.4% are nominated with the remainder being discretionary.

The College offers emotional and financial support to a number of students living independently, including emergency financial support due to sudden loss of employment.

Other Student Data: Information on sexual orientation, religious beliefs is not currently collected.

6. Lowestoft Sixth Form College Student Outcomes

Have opened its doors to students in 2011, accepting students into Year 12 to commence their post 16 studies as well as Year 13 students to complete their A level studies, Lowestoft Sixth Form College now has a full set of A level results for one year. Lowestoft Sixth Form College is delighted with this set of results which places the College in the top 25%* of similar Colleges in the country.

*A level and Btec results combined

7. Local Population Data

Population: Between 2004 and 2019 the population of Waveney is predicted to rise by 9.3% however in terms of age profile, the number of 0 to 15 year olds is expected to fall by 3,700. The population profile for 2010 shows that 31.5% of Waveney's population is over the age of 60 (significantly higher than the rest of Suffolk, the region and Great Britain) and by 2031 this is projected to increase to 56.6%.

Ethnicity: Waveney has a predominantly white population with 95.78% classing themselves as white (2011) which is a higher proportion when compared with both the East of England and England.

| Ethnic Group | Waveney % | Suffolk % | East of England % | England % |
|------------------------|-----------|-----------|-------------------|-----------|
| White (British) | 95.78 | 90.8 | 85.30 | 79.80 |
| Mixed | 1.06 | 1.71 | 2 | 2.2 |
| Asian or Asian British | 0.76 | 1.81 | 4.80 | 7.7 |
| Black or Black British | 0.32 | 0.94 | 2 | 3.4 |
| Other | 0.10 | 0.34 | 0.50 | 1.0 |

Source: ONS 2011

Employment: During (Apr'11-Mar'12), 71.2% of Waveney's economically active people were in employment, of those, 60.9% assess themselves as employees while 9.9% consider themselves self-employed, the highest since 2007. The increase in the number of people classed as 'self employed' could be as a result of the economic downturn as there has been a pattern of people being made redundant and then using their redundancy payments as a basis to start their own business.

Maintaining low levels of unemployment is a key challenge for Waveney with the % of working age population claiming unemployment benefit remaining at least 2% higher than the county and regional averages.

Socio-economic classification: 14.1% of the working age population are classified within the Managers & Senior Officials category compared with 10.1% for Suffolk and 10.7% for the Eastern region. This is in contrast with the elementary occupations, where Waveney has 12.6% compared with Suffolk's 10.2% and the Eastern region's 10.5%.

Incomes: Waveney still remains behind the averages of the county and region with annual earnings for Waveney residents in full-time employment averaged £23,853 compared with a Suffolk figure of £28,065 and a regional figure of £30,858 (2012).

Education and Skills: In 2011 Waveney compared poorly with the UK, East of England and Suffolk averages in terms of qualifications, educational attainment and pass rates:

- 12.8% of its working population hold no qualifications compared to 9% regionally and 10.6% nationally
- 19.1% of its working population hold NVQ level 4 and above compared to a regional average of 26.1% and a national average of 32.9%

Particularly worrying is the recent (Dec 2014) national news coverage branding Norwich the worst local authority area in England for GCSE results in 2013, closely followed by Waveney and Great Yarmouth, in second and third respectively. In 2014 in Waveney, only 47.2% achieved five A* to C GCSEs grades, including the English and maths.

Social Context: In the Indices of Deprivation 2010, Waveney was ranked at 112 out of 354 local authorities in England, where 1 was the most deprived area and 354 the least deprived. There are now 14 Lower Super Output Areas in Suffolk ranked in the worst 10% of deprived areas in the county, all located in Ipswich and Lowestoft. Dependency on benefits is also an issue particularly within Waveney as there are currently more people on incapacity benefit than are unemployed. In February 2012, 21,200 people were on incapacity benefit in Suffolk, of which 4,800 (22.6%) were in Waveney

Deprivation: Compared to income deprivation affecting the general population in Suffolk, poverty affecting children is particularly concentrated in the larger towns. 2009/10 data using IMD's measure, shows there are nearly 20,000 children living in income-deprived households in the county, and over half of these are in Ipswich or in Waveney, especially in Lowestoft. Teacher assessment data show that Suffolk was amongst the worst scoring authorities, with more than 50% of five year olds not reaching attaining a 'good' level of development. This places the county in the company of many highly-deprived inner-city areas with similarly poor outcomes on early childhood development. 2011/12 data show that one in five live in areas within the most 25% most deprived in England – these areas include 5 Lowestoft wards and also parts of Pakefield and Beccles South.

This link between childhood poverty and poor educational attainment doesn't however fully explain the data below. 2008/2011 data shows that although Waveney had a smaller proportion of pupils receiving free school meals (9.8%) than England overall, only 59.5% achieved 5 A*-C GCSEs compared to the County average of 67% and 69.8% across England for which 12.9% were in receipt of FSM.

| | % of all pupils gaining 5 A*-C GCSE | % of pupils with FSM gaining 5 A*-C GCSE | % pupils in receipt of FSM |
|-----------------|-------------------------------------|--|----------------------------|
| Waveney | 59.5 | 38.1 | 9.8 |
| East of England | 69 | 43.3 | 8 |
| England | 69.8 | 48.9 | 12.9 |

8. Equality and Diversity Objectives 2015/2016

- a. To review the college equality and diversity strategy to further identify and address barriers to achievement and progression
- b. To broaden and deepen understanding of what it means to be part of the diverse society that is modern Britain in order to increase tolerance and decrease discrimination
- c. To develop and deliver a strategy to raise awareness of and reduce any prejudice or discrimination against LGBT staff or students or staff and students with mental health needs
- d. Ensure that teachers make maximum use of opportunities to promote equality and diversity via the curriculum
- e. To seek to develop a more diverse and representative staff and Corporation