

# Havering College of Further and Higher Education

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MEETING: Equality & Diversity Management Committee

DATE : 6 February 2012

REPORT TITLE : Annual report on achievement of Equality and Diversity targets for 2010-2011

PURPOSE : Information

SUMMARY : The report details performance against Equality and Diversity interim targets (set in 2009-2010 to be achieved by 2012 or later) and specific targets for the year 2010-11. The targets cover success rates, learner satisfaction levels, recruitment and more qualitative areas. The report also contains an overview of all of the Equality and Diversity work carried out in the college.

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## **Background**

The college has now embedded a culture and system for evaluating its performance in terms of Equality and Diversity across all areas, both curriculum and support. Performance has been evaluated by reviewing the action plan attached to the Single Equality Scheme (SES), measuring the results of the college student survey and by analysing success rates. Later on in the report the college's work is examined in the context of the new Public Sector Equality Duty and the themes of:-

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity
- fostering good relations


## **Report**

1. **The specific targets which were set in 2009-10 for the college and which are longer term are:-**
  - 1.1 Aim to reflect BME learner profile in staff profile by 2012. (was 26% BME learner v 14% BME staff in 2009-10)
  - 1.2 Aim for governor profile to reflect London Borough of Havering profile (10%) by 2012 and learner profile by 2016. Governor profile was 28% female, 72% male, 6% BME.
  - 1.3 Learners with disabilities not engaging with e-mail, VLE or being able to study in their own time. Related aim was for learner response to this question to be at college average

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by 2011.

- 1.4 Satisfaction levels for teaching and learning for Black and Chinese learners and full-time learners to be at college norm by 2012.
2. **Actions and targets for 2010-11 resulting from the learners' survey in 2009-10 were:-**
  - 2.1 Continue with support/development of e-learning for learners with a learning difficulty/disability.
  - 2.2 Raise the profile of anti-bullying measures with a particular emphasis on learners with a learning difficulty/disability.
  - 2.3 Reduce the number of students who fail to provide information on disability.
  - 2.4 Focus the college StAR system on Equality and Diversity for 2010-2011.
  - 2.5 Tutorial Support Coordinators to have a focused and consistent approach to Black students on entry to the college.
  - 2.6 Curriculum Managers to analyse the performance of BME students for inclusion in SARs for 2009-2010.
  - 2.7 Refectory user group to consult Black and Pakistani students on their requirements/preferences.

Performance against 2009-2010 targets				
 Green denotes target which is longer term and/or which continues				
Target	Comment			
1.1 Aim to reflect learner profile in staff profile by 2012. (was 26% v 14% in 2009-10)	Learner BME profile for 2010-11 was 23%. Staff profile was 11% BME. Both have decreased by 3% so no progress has been made in this area.			
1.2 Aim for governor profile to reflect London Borough of Havering profile (10%) by 2012 and learner profile by 2016. Governor profile 28% female, 72% male, 6% BME.	At the interim stage (2011) the governor profile is now 12% BME. This exceeds the 10% target of reflecting the LBH profile by 2012.  The gender balance however has regressed with 82% male governors.			
1.3 Learners with disabilities not engaging with e-mail, VLE or being able to study in their own time. Related aim was for learning response to		With learning difficulty	With disability	College average
	Use	88%	89%	88%

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<p>be at college average by 2011.</p> <p>This has been achieved for one of the three targets.</p>	computers to help learn			
	Study in own time	77%	75%	86%
	I often use college VLE	69%	70%	75%
<p>1.4 Satisfaction levels for teaching and learning for Black and Chinese learners and full-time learners to be at college norm by 2012.</p> <p>This was achieved for three of the four target groups.</p>		Black	College average	
	Black African	89	88	
	Black Caribbean	85	88	
	Black other	87	88	
	Chinese	88	88	

### Performance against 2010-2011 targets

Target	Comment
2.1 Continue with support/development of e-learning for learners with a learning difficulty/disability.	This has been picked up specifically by the Foundation Skills team.
2.2 Raise the profile of anti-bullying measures with a particular emphasis on learners with a learning difficulty/disability.	There has been significant work carried out over the year. This included training 11 anti-bullying mentors from the student body. Leaflets were also produced identifying these mentors with their contact details. The college also produced a leaflet on e-safety which included a section on cyber-bullying. There is also a compulsory tutorial on bullying.
2.3 Reduce the number of students who fail to provide information on disability.	This has steadily decreased year on year. 08/09, 45% failed to provide information. This decreased to 34% in 09/10 and following changes to procedures to 21% in 10/11.
2.4 Focus the college StAR system on Equality and Diversity for 2010-2011.	A great deal of work was undertaken by Student Services in this area. However feedback to StARs from curriculum areas has been inconsistent.
2.5 Tutorial Support Coordinators to have a focused and consistent approach to Black	All of the TSCs were trained to be able to analyse their EDIMs data for their departmental students. From there the

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students on entry to the college.	results were discussed at cross-college meetings and decisions made as to what actions (if any) needed to be taken.  Retention was not identified as an issue in any department, although achievement data was more problematic.
2.6 Curriculum Managers to analyse the performance of BME students for inclusion in SARs for 2009-2010.	This was done, but performance and analysis was inconsistent. This will continue to be a focus for next year.
2.7 Refectory user group to consult Black and Pakistani students on their requirements/preferences.	This was not achieved and needs carrying forward to 2011-12.

NB. The target for 2010-11 for all BME groups to achieve success rates within 5% of the college 80% success rate target is discussed in section 7.

### 3. Policy initiatives

3.1 The Equality and Diversity Management Committee considered the following agenda items:-

- Equality & Diversity on the website
- Religious Festivals
- Equality Impact Assessment Mapping
- The Single Equality Scheme
- Analysis of Equality & Diversity success rates and conversion rates
- Equality Act 2010
- Student Focus Group feedback

3.2 CMT/CQSA considered the following related items:-

- Equality & Diversity update
- Equality Impact Assessment Maps

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- The Equality and Diversity Annual Report
- Equality & Diversity inspection of Teaching & Learning

3.3 The following policies related to Equality and Diversity were approved:-

- Equality & Diversity
- Dignity at Work
- Flexible Working
- Procedures for Transition

## 4. **Specific actions in the Single Equality Scheme**

A great deal of detailed work has supported the college's push for improved Equality and Diversity this year. This is detailed in the completed action plan for 2010-2011 which is attached in appendix 1.

## 5. **Staff and training**

The staff training profile is attached at appendix 2. There is a comprehensive report compiled by HR regarding Equality and Diversity. Relevant extracts are attached at appendix 3.

Of note for 2010-2011 is the college joining Stonewall.

## 6. **Learner survey**

This is a key issue for the college which needs to be addressed. The full report is attached at appendix 4. There is a cluster of negative responses from black learners around the college listening to their views seriously and how satisfied they are with the college. These negative responses are not new and must be tackled. The Learner Views group has been assigned to this task.

## 7. **Success rates**

The college target for 2010-11 was for all BME groups to have success rates within 5% of the college success rate target of 80%. Of the 13 BME groups identified only 3 (Asian & Asian British-Bangladeshi 73%, Black & Black British-Caribbean 72%, Mixed White & Black Caribbean 68%) failed to meet the target. All 3 groups had significant falls in success rates from the previous year.

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Please see appendix 5 for the breakdown of success rates.

## 8. New initiatives

The college continued to develop and promote Equality and Diversity during 2010-2011. In March two staff including the college Equality and Diversity Champion presented at an Ofsted conference at how the college had embedded Equality and Diversity into Teaching and learning.

The response was so positive that the college was invited by LSIS to hold a half day Equality and Diversity Conference in July. This was attended by 60 delegates and was a great success.

The college also produced a guide for Equality and Diversity for work based learners during the year.

## 9. Ofsted

The college had a full inspection in 2011 and received a grade 2 (good) for Equality and Diversity.

*The promotion of equality and diversity is good. The college has a distinctly calm and respectful ethos that is valued highly by staff and learners. Diverse groups, including school pupils, apprentices, young and older learners, work and socialise together in a harmonious environment. The college has appropriate policies in place to meet its duties in relation to race, gender and disability. Analysis of learners' achievements shows no clear or consistent differentials by ethnicity or gender. Provision for learners with learning difficulties and/or disabilities is outstanding. Many cross-college events. Including those initiated by the students' union, celebrate different cultures, religions and ethnicities. Equality and Diversity are generally well embedded in curriculum areas.*

## 10. Equality Objectives for 2011-2013

10.1 - eliminate discrimination, harassment and victimisation

- anti-bullying – continue with anti-bullying activities
- staff training (& students) – ensure the college provides appropriate Equality and Diversity training for staff and students.

10.2 - advance equality of opportunity

- success rates – ensure success rates for all BME groups are within 5% of college target of 82%
- conversion rates – review conversion rates to ensure equality of access to the college .
- governors – continue with target of ensuring governor profile is more

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- representative of learner profile
- e-learning – continue to work on use of e-technologies with LLDD learners.
- staff membership of committees – endeavour to ensure that staff membership is representative of the staff body.

### 10.3 - foster good relations

- student survey – learner views group to produce plan and respond to results of EDIMS survey.
- improve refectory offer
- guidelines on consideration of religious activities to produced.

## 11. Cultural Activities

Student Services delivered a wide range of activities related to Equality & Diversity during the year. A full breakdown is attached in appendix 6.