

## EQUALITY AND DIVERSITY PERFORMANCE MONITORING 2007/08 June 2009

### Monitoring diversity and equality

An Equality and Diversity Committee chaired by the Vice Principal was established in October 2006. In 2007 the working groups for race and faith, disability and gender, age and sexual orientation were disbanded in favour of cross college (including prisons) groups looking at particular policies, procedures and practices as working towards a Single Equality Scheme. Progress against the targets in the Quality Improvement Action Plan is monitored by the Equality and Diversity Committee reporting to CMT and Governing Body.

The Chief Executive's Report to each Governing Body meeting includes a full analysis of the student ethnic profile and an annual report on the staff ethnic profile is also given to the Corporation.

To support the process managers and some union officials have been trained in Equality Impact Assessment. A major development in 2007/8 is the revised teaching observation paperwork and system which resulted from a college wide Impact Assessment. It was the KCC contribution to National Development of Single Equality Schemes. Training and review has resulted in a system that is being piloted and to date has had a positive impact on the quality of classroom practice shift of 3 percentage points since last SAR and improved differentiation to meet the individual needs of learners and follow up in tutorials.

### Success rates by Gender

The gender gap in success rates has reduced from 5 to 3 percentage points. The rate for females remains higher than for males.

### Success Rates by Learning Difficulties/Disabilities/Health problems and Age

**Learning Difficulty and Disability success rate**

		2004/05	2005/06	2006/07	2007/08
Yes	16-18	43 65%	48 60%	27 70%	30 63%
	19+	951 66%	882 64%	546 69%	405 71%
	16-18	649 57%	680 58%	456 71%	558 66%
No	19+	12060 68%	11884 69%	7921 73%	6254 75%
	16-18	17 59%	22 50%	3 100%	10 50%
Unknown	19+	625 62%	456 66%	146 69%	199 70%
	<b>Total</b>	<b>14345</b>	<b>13972</b>	<b>9,099</b>	<b>7456</b>

Source: CPR report 2004 – 07 data Dec 08 and KCC ProAchieve - Compass 07-08 Dec 08

- There were a small number of younger students with disabilities in 07/08 and their achievement was disappointingly 3% below their peers whilst 19+ students remained at only 4 percentage points below. However the low numbers of young learners with a disability exaggerates the differential success in relation to their peers.
- There are some outstanding examples of individual achievement, both academic and personal, by people with a previous history of little recognition or success in the education system.

## Success Rates by Ethnicity and Age

16-18 Success rate by Ethnicity

		2004/05	2005/06	2006/07	2007/08	
<b>16-18</b>	Any Other	71 52%	72 65%	51 67%	65 66%	-1
	Bangladeshi	11 55%	3 100%	1 0%	3 100%	Small numbers
	Black African	103 58%	102 58%	43 65%	54 74%	+19
	Black Caribbean	55 51%	46 59%	33 67%	68 54%	-13
	Black Other	18 56%	6 50%	12 58%	20 50%	-8
	Chinese	9 78%	6 50%	9 89%	11 73%	-16
	Indian	11 64%	5 20%	5 80%	7 57%	Small numbers
	Mixed	67 54%	59 62%	49 47%	76 62%	+15
	Other Asian	13 69%	20 65%	17 94%	7 71%	Small numbers
	Pakistani	7 14%	9 44%	2 50%	3 33%	Small numbers
	Unknown	46 54%	62 58%	20 70%	35 57%	-13
	White	298 61%	294 65%	244 77%	249 69%	-8
	<b>Total</b>	<b>709</b>	<b>684</b>	<b>486</b>	<b>598</b>	

Source: CPR report 2004 – 07 data Dec 08 and KCC ProAchieve - Compass 07-08 Dec 08

- The low number of students makes analysis statistically insignificant in most groups.
- There is a negative trend for most ethnic groups except Black African (up 19) and mixed race (up 15) where a significant drop last year has been redressed.
- The performance of most BME groups except Chinese (73%), other Asian (71%), Bangladeshi (100%) and Black African (74%) is above that of white students (69%).

19+ Success rate by Ethnicity						
		2004/05	2005/06	2006/07	2007/08	
19+		1470	1199	998	852	
	Any Other	66%	63%	70%	75%	+5
	Bangladeshi	114	82	67	58	
		64%	60%	63%	86%	+23
	Black African	609	1040	720	628	
		61%	62%	64%	69%	+5
	Black Caribbean	609	569	387	319	
		61%	65%	58%	72%	+14
	Black Other	270	185	123	158	
		60%	69%	51%	68%	+17
	Chinese	210	188	104	85	
		75%	77%	74%	71%	-3
	Indian	150	157	85	50	
		75%	71%	81%	78%	-3
	Mixed	524	522	349	327	
		68%	63%	66%	75%	+9
Other Asian	320	309	180	145		
	70%	62%	63%	77%	+14	
Pakistani	71	58	51	56		
	70%	64%	75%	86%	+11	
Unknown	1249	1156	408	316		
	61%	62%	61%	69%	+8	
White	7503	7507	5144	3864		
	71%	73%	73%	76%	+3	
<b>Total</b>	<b>13099</b>	<b>12972</b>	<b>8616</b>	<b>6858</b>		

Source: CPR report 2004 – 07 data Dec 08 and KCC ProAchieve - Compass 07-08 Dec 08

- The success rates of most ethnic groups in this age group show a strong upward trend except for Chinese (-3%) and Indian (-3%).
- 'Unknown' remains stable at 4.6% of the total number of learners.
- Adult students from the following groups have success rates above the rate for White students (76%): Bangladeshi (+10), Indian (+2), other Asians (+1) Pakistani (+10).
- Whilst below the college benchmark black Caribbean and Black Other categories have improved significantly by 14 and 17 points.

The College is ethnically diverse and therefore the analysis of differential achievement by any particular social group is seldom statistically valid at course level. However the Subject reports that follow carry some analysis at programme level.

## Student Equality Diversity Impact Measures for Disability

1. The percentage of students with a declared disability to increase 1% year on year until it reflects the local profile of people with disabilities and/or national participation rate for FE.

**Maintained at 06/07 rate**

	2003/04	2004/05	2005/06	2006/07	2007/08
Total	142 (2%)	300 (3%)	255 (3%)	515 (5%)	415 (5%)

Source KCC MIS data Nov 08

2. The overall success rate of students with declared disabilities to improve at least 1% year on year until at least level with the College success rate –

**Not achieved for 16-18**

**Achieved for 19+**

- The success rate of 16-18 students dropped in comparison with the previous year to 12 pts below their able-bodied peers. However the statistics should be treated with caution given the low number involved (30).
- 19+ students' success rate improved by two percentage point from 69% to 71% which is 3% below the College benchmark.

## Student EDIM for success rate by age and ethnic group

3. College level success rates for BME to improve 2% year on year until a least level with the College success rate

**Not achieved for 16-18**

**Achieved for 19+**

- For 16-18 year olds the performance of most BME groups is below that of white students (69%).
- There have been substantial improvements in success rates for adult BME learners as previously detailed.

## Staff EDIMS <sup>1</sup>

Staff targets were revised following the award of the OLASS contract from 31 July 2006. A new baseline was set in August 2006.

### Staff ethnicity profile

Year	2005/06		2006/07		2007/08	
Total no. of staff	749		795		740	
BME	89	11.9%	145	18.2%	142	19.2%
White	376	50.2%	425	53.5%	421	56.9%
Other	22	2.9%	22	2.8%	23	3.1%
Not known/provided	262	35.0%	203	25.5%	154	20.8%

<sup>1</sup> The baseline starts 2006 following the inclusion of OLASS

**Staff ethnicity profile as at 31 October 2008 by employment group**

	Managers	F/T & Fractional Lecturers	Hourly paid Lecturers	F/T & Fractional Support	Hourly paid Support	Totals
<b>No. of staff</b>	47	177	274	141	101	740
<b>BME</b>	7 14.9%	47 26.6%	32 11.7%	44 31.2%	12 11.9%	142 19.2%
<b>White</b>	39 83.0%	109 61.6%	152 55.5%	80 56.7%	41 40.6%	421 56.9%
<b>Other</b>	0	6 3.4%	7 2.6%	8 5.7%	2 2.0%	23 3.1%
<b>Not known or not provided</b>	1 2.1%	15 8.5%	83 30.3%	9 6.4%	46 45.5%	154 20.8%

4. *The response rate to staff disability monitoring to rise 10% year on year from 65% (2006) to 95% by 2009. The response rate rose by 5.1% in 07/08 to 75.1%. – **Improved but annual target not achieved.***
  
5. *The response rate to staff ethnic monitoring to rise 8% year on year from 70% (2006) to 94% by 2009. **Partially achieved – non-response rate dropped to 20.8% from 25.5% giving a 4.7% improvement***
  
6. *The proportion of BME managers to rise from 10% in 2006 to 20% by 2011 and to 30% by 2013. The proportion of BME managers dropped from 15.9% in 06/07 to 14.9 in 2008 – **Not achieved as proportion has dropped by 1%.***