Equality, Diversity and Inclusion

Annual Report 2019/20 – Students, Apprentices and Workforce

City of Wolverhampton College is a diverse College serving a diverse City. The College is proud of the way that it enables learners from such a wide range of backgrounds to make progress in their lives as individuals; and celebrate the way that the College contributes to social inclusion and cohesion, and to the economic development of Wolverhampton and the wider region.

This Equality and Diversity Annual Report provides a snapshot of student and staff numbers by category. The actions we identify in the report reflect the College's commitment to act on all three elements of the Public Sector Equality Duty, namely:

- to eliminate discrimination, harassment and victimisation
- to advance equality of opportunity
- to foster good relations

As an employer, the College is committed to ensuring that our employment policies and practices promote equality of opportunity, and that action is taken to address inequalities. Alongside this, the Governing Body is committed to ensuring that everyone at the College is valued for their contribution and individuality and that we do not compromise in our pursuit of a College culture that is free from discrimination, where people from different backgrounds and abilities work and learn together with mutual respect.

Principal and Chief Executive Overview

At City of Wolverhampton College, inclusivity underpins everything.

The College serves an incredibly vibrant and diverse student community, of which we are extremely proud, transforming lives through learning.

The College is committed to creating a positive working and learning culture where staff students and apprentices are treated with respect and dignity.

The College works with students, apprentices, staff, employers and other stakeholders to promote equality and celebrate diversity.

Our College's Equality Diversity and Inclusion (EDI) objectives are to:

1. Raise the achievement and success levels of ALL different groups of students and apprentices and work towards eliminating the gap in achievement between students and apprentices with protected characteristics and those without.
2. Ensure all teaching, learning and assessment promotes, advances and celebrates diversity and British Values.
3. Recruit, support and develop a diverse workforce which reflects and meets the needs of students and the community the College serves.
4. Engage with students, apprentices and stakeholders to improve satisfaction for all groups and enhance the experience.
5. Support and enable access to learning for a diverse range of students and apprentices.

Malcolm Cowgill
Principal and Chief Executive of City of Wolverhampton College

Context

Wolverhampton is one of the most densely populated local authorities in England, with a population of 249,470.

It is a deprived City, with 53% of its population at the time of the 2011 census living in areas classified as the top 20% most deprived within England.

City of Wolverhampton College is of vital importance to the City of Wolverhampton, as the City seeks to overcome its poor economic and social performance in recent years.

The College is clear on the role in developing economic prosperity and improving the life chances of the people around the City. Over the past few years, the College has made huge improvements. During this time, the College has been nationally recognised as a leading provider, collecting numerous prestigious awards and achieving high levels of student and employer satisfaction. Students, apprentices and local employers are at the heart of everything.

The College offers provision from entry to Level 5 in a full range of subject sector areas.

These sectors cover:

- Education programmes for young people
- Apprenticeships
- Adult learning programmes
- Provision for students with high needs
- Higher education
- Professional courses

Student and Apprentice statistical information 2019/2020

Students data is of those students who attained a qualification	**Apprentices** a sub set of data from the student population
• 6,864 total student population. A decrease of 72 students compared to 2018/19	• 927 total apprentice population. A decrease of 140 apprentices compared to 2018/19

Age

• 2 under 16 years' old (0.03% of the student population) • 2,005 16-18 year olds (29% of the student population) • 4,857 are adults (71% of the student population)	• 288 16-18 year olds (31% of the apprentice population) • 639 are adults (69% of the apprentice population)

Gender

• 4,167 females (53% of the student population) • 3,624 males (47% of the student population)	• 320 females (35% of the apprentice population) • 607 males (65% of the apprentice population)

Headlines changes[1]: Decrease in female students by 24 Decrease in male by 48	*Headlines changes:* Decrease female apprentices by 105 Decrease male by 35

Difficulty and/or disability

• 7% of students declared a difficulty/disability	• 8% of apprentices declared a difficulty/disability

Sexual Orientation

• 70% Heterosexual • 27% Prefer not to say • 3% LGBT	• 81% Heterosexual • 15% Prefer not to say • 4% LBGT

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[1] Headlines changes in comparison to previous year.

Student and Apprentice statistical information 2019/20

Students data is of those students who attained a qualification	**Apprentices** a sub set of data from the student population
Ethnicity	
• 60% White • 14% Asian • 13% Black • 6% Mixed • 4% Other • 3% Not known *Headlines changes:* 1% increase Black 2% decrease White	• 87% White • 5% Asian • 4% Mixed • 3% Black • Less than 1% -Other, Not known *Headlines changes:* 1% increase White 1% increase Asian
Religion	
• 32% No Religion • 30% Christian • 18% Prefer not to say • 8% Muslim • 6% Sikh • 4% Other • 2% Hindu *Headlines changes:* 1% decrease of Christians 5% decrease of No religion	• 55% No Religion • 26% Christian • 13% Prefer not to say • 2% Sikh • 2% Other • 1% Muslim • Less than 1% - Jewish, Hindu *Headlines changes:* 1% decrease of Sikhs 2% decrease of Christians 2% decrease no Religion
Residential status	
• 63% are from Wolverhampton • 16% are from outside Wolverhampton but within WMCA • 21% of are from areas outside WMCA	• 36% are from Wolverhampton • 24% are from outside Wolverhampton but within WMCA • 40% of apprentices are from areas outside WMCA

Student (education & training) Profile and Outcomes

Achievement rates: age

	16-18	19+	Note
2018/19	88%	85%	16-18 achievement has increased to be above 19+ achievement, there is now a material gap[2] (6%).
2019/20	91%	85%	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2018/19	87%	87%	Although both gender achievement has increased, there is no material achievement gap (0%).
2019/20	88%	88%	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2018/19	87%	86%	The achievement gap in increasing to now 2%, but this is not material.
2019/20	89%	87%	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2018/19	87%	87%	No material gap.
2019/20	88%	88%	

Achievement rates: wards

	Priority Wards	Non Priority Wards	Note
2018/19	87%	86%	Achievement has increased for students in non-priority wards. There is no material achievement gap (2%).
2019/20	87%	89%	

[2] A material gap is considered when there is a difference of 5% or more.

Apprentices' Profile and Outcomes

Achievement rates: age

	16-18	19+	24+	Note
2018/19	65%	66%	58%	Achievement rates have declined. There is a material gap of achievement between apprentices against each age group.
2019/20	61%	56%	50%	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2018/19	62%	66%	Achievement rates have both decreased and is a reflection of overall outcomes, however the gap has now closed.
2019/20	55%	55%	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2018/19	64%	67%	Achievement rates have declined, but the gap has decreased to be only a 1%.
2019/20	57%	58%	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2018/19	47%	66%	Achievement rates have both declined and there is a significant gap (19%) between achievement of those who have a learning difficultly and/or disability, compared to those who do not.
2019/20	40%	59%	

Workforce Profile

2019/20

Staff

- The College employed 626 staff over the year, compared to 636 in 2018/19
- During the year 11% (71) of staff joined the College, 9% (59) left

Age

- 8 under 21 year olds (1% of the workforce)
- 63 – 21-30 year olds (10%)
- 137 – 31-14 year olds (22%)
- 172 – 41-50 year olds (27%)
- 191 – 51-60 year olds (31%)
- 55 – Over 60 years' old (9%)

Headlines to note:
The majority of staff are over the age of 40 (67%)
The majority of new starters (51%) were over the age of 40 when joining
The majority of leavers during the year were over the age of 40 (64%)

Gender

- 397 females (63% of the workforce)
- 229 males (37% of the workforce)

Headlines changes:
No comparable change to last year

Difficulty and/or disability

- 6% of staff have declared having a difficulty/disability
- 12% of staff preferred not to say

Headlines changes:
No comparable change to last year

Workforce Profile

2019/20

Sexual Orientation

- 83% Heterosexual
- 15% LGBT
- 2% Prefer not to say

Headlines changes:
No comparable change to last year.

Ethnicity

- 60% White
- 23% BAME groupings and other
- 17% Prefer not to say

Headlines changes:
No comparable change to last year.

Religion

- 46% Christian
- 23% Other Religion
- 19% No Religion
- 11% Prefer not to say

Headlines changes:
No comparable change to last year.