



BRIDGWATER COLLEGE

EQUALITY DUTY

SUMMARY REPORT

The reported data is for the time period of 1 August 2014 to 31 July 2015

January 2016

EQUALITY DUTY BRIDGWATER COLLEGE

Bridgwater College is committed to providing an outstanding opportunity for students, staff and visitors to contribute to and benefit from an inclusive learning organisation.

Equality of opportunity and the positivity of a diverse community are important at Bridgwater College. It is considered and developed through all of our work. We strive to ensure equality & diversity is at the heart of our agenda.

We have policies and procedures in place to support our culture of fairness, equal treatment and advancement of all. We induct new staff and provide training opportunities to all staff to further develop awareness and practice.

Our mission statement provides our focus and equality and diversity is central to this purpose.

“We will inspire the people of the local, national and international communities we serve to achieve success by providing:

- *The best possible opportunities for learning and skills development*
- *A creative and exciting partnership with our staff*
- *A welcoming, safe and supportive environment”*

We teach students, apprentices, trainees and adults and embed equality & diversity appropriately into their formal lessons and work practices. If an issue arises, our staff understand that they need to address the issue immediately and refer the issue and situation to their manager.

We are a positive about disabled people symbol user and are committed in our quest to ensure full opportunity throughout all College business. We learn from situations and develop our practice as required to ensure we advance equality of opportunity.

INTRODUCTION

This equality update report provides a summary of the data and analysis that relates to the student and the staff experience across and within the College. The Equality Act 2010 set out requirements that, as part of the public sector, the College addresses and as an organisation that has a mission to *inspire people* works towards through an inclusive and customer care culture of continuous improvement. This report provides an update on equality data for staff, job candidates and students.

Set out below are position statements relating to staff and students. There is a range of data collection and analysis that provides information against the currently collected nine protected characteristics. Actions to close any data collection gaps are detailed along with the April 2012 equality objectives and our progress towards them.

EQUALITY DUTY BRIDGWATER COLLEGE

Bridgwater College has published information that demonstrates compliance with the Equality Duty. This means the information published shows how the College has had due regard to the need to:

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

Protected Characteristic (9)	Eliminate unlawful discrimination	Advance equality of opportunity	Foster good relations
Age	√	√	√
Disability	√	√	√
Gender reassignment	√	√	√
Pregnancy and maternity	√	√	√
Race including ethnic or national origins, colour or nationality	√	√	√
Religion or belief, including lack of belief	√	√	√
Sex	√	√	√
Sexual orientation	√	√	√
Marriage and civil partnership	√	X	X

The reported data is for the time period of 1 August 2014 to 31 July 2015

EQUALITY INFORMATION

Equality Information is presented in two sections:

- Section 1: Staff
- Section 2: Students

EQUALITY DUTY BRIDGWATER COLLEGE

SECTION 1: STAFF

This section contains staff data relating to the 9 protected characteristics of equality and diversity.

Section 1.1 Profiles

Set out below is the overall profile of the College workforce showing the number of employees broken down by Protected Characteristics (PC).

Age Profile

The age profile of the workforce includes an increased trend of staff working beyond age 65. The profile also shows

Age Profile	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Under 18	11	1.0%	12	1.0%	17	1.32%	7	.5%	Decrease
18-25	77	6.7%	87	7.2%	143	11.12%	172	13.1%	Increase
26-35	210	18.3%	224	18.6%	221	17.19%	228	17.4%	Decrease
36-45	267	23.3%	282	23.4%	269	20.92%	270	20.6%	Decrease
46-55	354	30.9%	352	29.2%	366	28.46%	231	25.3%	Decrease
56-65	204	17.8%	221	18.3%	241	18.74%	251	19.1%	Increase
Over 65	24	2.0%	26	2.1%	29	2.26%	52	4%	Increase
Not known/not provided	0	0%	0	0%	0	0%	0	0	
Totals	1,147	100%	1,204	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Gender Profile

The College has more female staff than males. In comparison with the 2011 data, the percentage of males has increased very slightly.

Gender	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Males	443	38.6%	467	38.8%	519	40.36%	554	42.26%	Increased
Females	704	61.4%	738	61.2%	769	59.64%	757	57.74%	Decreased
Total	1,147	100.0%	1,204	100%	1,286	100%	1,311	100%	

Flexible Working Requests (to care for child, elder dependent or for training)

The College has received 26 flexible working requests in the last year. 21 requests (81%) have been accepted. 5 requests (19%) have been refused due to business needs and flexible working requests matching that need.

Requests for flexible working arose from 9 males (34.6%) and 17 females (65.4%) in this year of data. There is no longer a requirement for a flexible request to be linked to a child or a dependant adult.

Gender	Requester Agreed	Request Agreed %	Request Declined	Request Declined %
Males	7	26.9%	2	7.7%
Females	14	53.8%	3	11.6%
Total	21	80.7%	5	19.3%

EQUALITY DUTY BRIDGWATER COLLEGE

Ethnicity/Ethnic Origin Profile

The workforce is predominantly staff identifying themselves as White British ethnic origin (91.68%). 12 staff (0.9%) declared themselves as being from a black or minority ethnic (BME) group and the table provides specific information. Staff are from a range of ethnic groups. While the numbers of each BME group are low, the local demographic is also low (see local and regional data below).

Ethnicity	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
African	3	0.26%	1	0.08%	1	0.08%	1	.076%	Decrease
Any other	4	0.35%	2	0.17%	2	0.16%	3	.22%	Increase
Bangladeshi	1	0.09%	2	0.17%	2	0.16%	2	.15%	Decrease
Black African	0	0.00%	2	0.17%	2	0.16%	2	.15%	Decrease
Chinese	4	0.35%	2	0.17%	1	0.08%	0	0	Decrease
Indian	0	0.00%	0	0	1	0.08%	1	.076%	Decrease
Mixed - other mixed background	4	0.35%	2	0.17%	1	0.08%	1	.076%	Decrease
Mixed - white & Asian	1	0.09%	1	0.08%	1	0.08%	1	.076%	Decrease
Mixed - white & black Caribbean	1	0.09%	1	0.08%	1	0.08%	1	.076%	Decrease
White	0	0.00%	4	0.33%	5	0.39%	1	.076%	Decrease
Other	0	0	0	0	1	0.08%	1	.076%	Decrease
White British	1,101	96.24%	1,145	95.10%	1,205	93.70%	1,202	91.6%	Decrease
White Irish	5	0.44%	5	0.42%	5	0.39%	6	.46%	Increase
White Other	16	1.40%	16	1.33%	6	0.47%	24	1.83%	Increase
White European	4	0.35%	2	0.17%	16	1.24%	11	.84%	Decrease
Unknown/prefer not to say	0	0%	17	1.41	36	2.80%	54	4.1%	Increase
Totals	1,144	100%	1,204	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Local, regional and national data is:

- 1.1% BME population in Sedgemoor
- 1.2% BME population in Somerset
- 2.3% BME population in the South West.

Source: Census 2001.

The 2011 Census was completed in 2014. When the data has been published, this information will provide a more current benchmark.

Summary of White British and BME Groups

(NB figures exclude the 54 not known/prefer not to say)

Ethnicity	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
White British	1101	96.24%	1,145	96.79%	1,205	93.70%	1202	91%	Increase
BME	43	3.76%	42	3.20%	81	6.30%	55	4.5%	Decrease
Unknown							54	4.5%	
Total	1,147	100	1,187	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Nationality Profile

The College no longer collects personal data at the recruitment stage and instead encourages staff to complete the self- service portal available on the College Intranet site.

Nationality	2011 actual	2011 percentage	2012 actual	2012 percentage	2013 actual	2013 percentage	2014 actual	2014 percentage	
British	1,108	97.54%	1141	97.44%	1179	91.68%	203	15.48%	Decrease
English	0	0%	0	0%	8	0.62%	28	2.16%	Increase
Irish	3	0.26%	5	0.43%	5	.39%	3	.24%	Decrease
Scottish	0	0%	3	0.26%	3	0.23%	2	0.16%	Decrease
Welsh	0	0%	0	0%	0	0%	1	0.07%	Increase
French/French Dept	4	.035	4	0.34%	3	0.23%	1	0.07%	Decrease
German	2	0.18%	0	0.17%	4	0.31%	0	0%	Decrease
Italian	2	0.18%	0	0%	1	0.08%	0	0%	Decrease
Spanish	1	0.09%	1	0.09%	1	0.08%	0	0%	Decrease
Portuguese	1	0.09%	0	0%	1	0.08%	0	0%	Decrease
Polish	0	0%	0	0%	0	0%	1	0.07%	Increase
Bulgarian	0	0%	0	0%	0	0%	1	0.07%	Increase
Australian	4	0.35%	4	0.34%	4	0.31%	2	0.15%	Decrease
American	1	0.09%	1	0.09%	1	0.08%	1	0.07%	Decrease
Canadian	0	0%	0	0%	1	0.08%	1	0.07%	Decrease
Columbian	1	0.09%	0	0%	0	0%	0	0%	No Change
African	2	0.18%	2	0.17%	2	0.16%	0	0%	Decrease
Nigerian	0	0%	0	0%	1	0.08%	0	0%	Decrease
Zimbabwe	1	0.09%	0	0%	0	0%	0	0%	No Change
Cameroon	0	0%	0	0%	0	0%	1	0.07%	Increase
Fijian	0	0%	0	0%	0	0%	1	0.07%	Increase
Chinese	1	0.09%	1	0.09%	0	0%	0	0%	No Change
Hong Kong	0	0%	0	0%	0	0%	1	0.07%	Increase
Indian	0	0%	0	0%	1	0.08%	0	0%	Decrease
Bangladeshi	2	0.18%	0	0%	0	0%	0	0%	No Change
Other	3	.26%	2	0.17%	2	0.16%	0	0%	Decrease
Unknown/not stated	0	0%	2	0.17%	68	5.29%	1,064	81%	Increase
Total	1,144	100%	1,171	100%	1,171	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Disability Profile

The data held for declared disability shows that 16 current staff (1.22%) have declared a disability. Many staff have declared no disability. Some staff are yet to respond to this question as part of our data collection exercise. A small number of staff who have disabilities have left the College and therefore the number of current staff (for the date range) with a disability has reduced.

We continue to collect information on disability for existing staff and work with staff to support their continuing health and wellbeing at work.

Disability	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
No	1,110	97.03%	1,149	95.43%	1249	97.12%	1286	98.08%	Increase
Yes	34	2.97%	55	4.57%	37	2.88%	16	1.22%	Decrease
Not Known							9	.7%	
	1,144	100%	1,204	100%	1,286	100%	1,311	100%	

Disability and Access to Work

When required, we encourage and support staff to make applications to the Job Centre plus for Access to Work funding. Applications include requests for equipment and support workers.

Positive About Disabled People

We are current holders of the positive about disabled people symbol and actively encourage staff and job candidates to work with us to ensure we are aware of their disability and any support needs.

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Religion or Belief Profile

In 2012, we began to collect this data. We have data for 194 staff at present as we request this information via the self- service portal on the College intranet only. Of all new staff, 5 have advised that they *prefer not to say*. We will continue to request this from all staff.

Religion or Belief	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Any Other	0	0%	2	0.17%	5	0.39%	7	0.54%	Increased
Buddhism	0	0%	1	0.08%	0	0%	1	0.08%	Increased
Christianity	0	0%	37	3.07%	92	7.14%	97	7.39%	Increased
No religion or belief	0	0%	27	2.24%	58	4.50%	89	6.78%	Increased
Muslim	0	0%	0	0%	1	0.08%	0	0%	Decreased
Not Stated	1,212	100%	1,133	94.10%	1,124	87.40%	1,112	84.82%	Decreased
Prefer not to say	0	0%	4	0.33%	6	0.45%	5	0.39%	Decreased
	1,212	100%	1,204	100%	1,286	100%	1,311	100%	

Sexual Orientation Profile

In 2012, we began to collect this data. We have data for 203 staff (15.48%) at present as we request this information at recruitment only. Of all new staff, 6 have advised that they *prefer not to say*. We will continue to request this from all staff and record on our database.

Sexual Orientation	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Bisexual	0	0%	1	0.08	1	0.08%	1	0.08%	No change
Heterosexual	0	0%	65	5.40	158	12.26%	191	14.57%	Increased
Lesbian/gay	0	0%	1	0.08	3	0.23%	5	.38%	increased
Prefer not to say	1,212	100%	4	0.33	7	0.54%	6	.46%	Decreased
Unknown	0	0%	1,133	94.10	1,119	86.81	1,108	84.51%	Decreased
	1,212	100%	1,204	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Marital Status Profile

We started to collect Marital Status data in 2012. Some staff have not provided us with their marital status ever, and some staff may have changed their marital status but not informed us.

In May 2015 we launched our employee self-service portal, allowing staff to update their equality information directly into the HR system.

Marital Status	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Divorced	0	0%	69	5.73%	70	5.44%	71	5.41%	Decrease
Married	0	0%	509	42.28%	530	41.2%	573	43.70%	Increase
Civil Partnership	0	0%	0	0%	2	0.16%	4	0.30%	Increase
Separated	0	0%	13	1.08%	15	1.17%	16	1.22%	Increase
Single	0	0%	278	23.09%	331	25.74%	363	27.68%	Increase
Widow/Widowed	0	0%	10	0.83%	12	0.93%	12	0.91%	Decrease
Unknown	1,212	100%	325	26.99%	326	25.35%	272	20.74%	Decrease
Totals	1,212	100%	1,204	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

Gender Reassignment

We are not aware of any member of staff undergoing or having undergone gender reassignment and therefore cannot provide any further data on this Protected Characteristic.

Gender Reassignment	2011 Actual	2011 Percentage	2013 Actual	2013 Percentage	2014 Actual	2014 Percentage	2015 Actual	2015 Percentage	Change against 2014 (direction) (against %)
Undergoing or have undergone gender reassignment	0	0%	0	0%	0	0%	0	0%	No change
Not undergoing gender reassignment	1,212	100%	1,204	0%	1,286	0%	1,311	0%	No change
Totals	1,212	100%	1,204	100%	1,286	100%	1,311	100%	

EQUALITY DUTY BRIDGWATER COLLEGE

SECTION 2: STUDENTS

This section contains position statements for students in the academic year 2014/2015.

The current data collection processes are aligned to the requirements of the Individual Learner Record and as such have requested applicants provide information about some of the nine protected characteristics only – age, gender, ethnicity which are confirmed at enrolment.

During the reporting period the College worked with a total of 19,369 students.

The percentage splits of students by gender was 58.7% male (11,369) and 41.3% female (7,989) students for all programmes. For full time programmes, 52% male and 48% female. For part time programmes, 60% male and 40% female.

Part Time Students

Gender	Part Time	%
Female	6,336	39.85%
Male	9,551	60.76%
No information	11	0.61%
Total	15,898	100%

Full Time Students

Gender	Full Time	%
Female	1,653	47.62%
Male	1,818	52.37%
Total	3,471	100%

EQUALITY DUTY BRIDGWATER COLLEGE

Ethnicity

The percentage of students recorded as being from a minority ethnic group was 9.2%.

Ethnicity	Part Time	%	Full Time	%	Total	%
Asian	166	1.05%	21	0.62%	187	1%
Arab	7	0.04%	8	0.24%	15	0.08%
Black	118	0.74%	13	0.38%	131	0.69%
Mixed	146	0.91%	39	1.16%	185	1%
Other	32	0.20%	9	0.27%	41	.22%
Unknown/not stated	216	1.36%	28	0.83%	244	2.44%
White/ white other	15,213	95.6%	3,353	96.49%	18,566	95%
Total	15,898	100%	3,471	100%	19,369	100%

Analysis of the success rates for College wide groups of students within protected characteristics has informed specific improvement strategies related to gender, age groups and ethnicity. The College Equality & Diversity Committees consider success rate outcomes and the impact of previous actions of the achievement gap agenda across the College.

The curriculum experience and tutorial programme for full time students include study related exploration of equality and diversity. In addition, the cross-college tutorial scheme of work includes topics and themes to promote awareness of equality and diversity including “Black History Week”.

The impact of students’ attitudes and views are being considered through a pilot survey this year with our full time students. The survey of student views at the start of their time at College compared with views at the end of the year following participation in the tutorial activities.

EQUALITY DUTY BRIDGWATER COLLEGE

SUCCESS RATES

Success Rates by Gender

Gender	%
Male	87.7
Female	86.5

Overall our student success rates are very high, with females slightly nudging ahead of males in the success rates.

Success Rates by Age Group

Age Group	%
16-18	85.6
19+	89.9

Overall our student success rates are very high, with very little difference between the success rates of 16-18 or 19+ students.

EQUALITY DUTY BRIDGWATER COLLEGE

STUDENT STARTS, SUCCES RATES, RETENTION RATES AND ACHIVEMENT RATES

Ethnicity Profile

This data relates to funded courses only.

Ethnicity	Starts (numbers)	Success Rate (%)	Retention Rate (%)	Achievement Rate (%)
White/Asian	34	79	97	81
African	39	84	97	86
Indian	30	73	93	79
Arab	5	100	100	100
White/Black Caribbean	38	95	100	95
Irish	40	93	95	97
Gypsy/Irish Traveller	16	81	94	87
Not Provided	106	90	94	95
White British	11,086	87	94	93
Chinese	12	100	100	100
Other	16	94	94	100
Bangladeshi	14	93	93	100
Other Asian	40	85	90	94
Other Mixed	36	94	97	97
Other Black	19	78	84	93
White/Black African	19	89	95	94
Pakistani	8	50	100	50
Caribbean	67	81	90	90
Other White	494	88	94	95
	12,119	87%	94%	93%

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