



## Equality, Diversity & Opportunity interim report 2020/21

### Key performance indicators:

Publication of Ofqual source data determining the Centre Assessed Grades (CAGs) in the 2020 exam series is delayed. Consequently, national data on the effect of CAGs on disadvantaged groups and / or those with protected characteristics is currently unavailable. College level data continues to suggest that ethnicity is not a predictor of examination achievement. The wide variety of outcomes for different groups of black and minority ethnic students is evidence, needless to say, that they are not a homogenous entity and their performance is not determined by their ethnicity.

Against stereotype, male students again achieved a higher success rate than female students.

As in previous years, there appears to be a high correlation between family income and achievement. Students who receive free College meals achieve considerably better than comparable students nationally. However, students in the lowest income quartile achieve worse than comparable students nationally, suggesting that there are a number of students who may be affected by poverty but are unidentified and not targeted for assistance.

### Executive summary for 2020/21:

In 2020/21 there were [ ] formally reported incident of bullying / harassment, a decrease on previous years. of the issues concerned protected characteristics such as race and disability.

A number of issues are likely to have affected the number of incidents reported: lockdown, media focus on national and local sexual harassment issues etc.

The students' Culture Committee continues to function as a focus group for students to discuss / generate culturally-related ideas / suggestions for the College Council, Tutorial resources, staff training etc.

The College continues to be a highly inclusive and supportive learning and teaching environment, fostering equality and respect for all, an approach which we aim to make evident to our students, staff, parents / carers, visitors, local communities and Ofsted.

### Fulfilment of objectives for 2020/21:

Reset financial disadvantage project – data analysis support for AP recruited to gather information and establish objectives prior to actions

Reduce incidents of bullying / harassment to zero - ongoing

Develop initiatives to promote engagement of BAME students - ongoing

| Objective   | Specific targets and actions   | Review    |
|---|--|-----------|
| Reset financial disadvantage project, focusing on better identification of those students in need | Data analysis support to AP recruited to gather information to establish focus of objectives prior to actions.       | July 2021 |
| Analyse and respond to any trends developing in incidents of bullying/harassment                  | Develop / streamline incident reporting process for students and staff, ideally online.                              | July 2021 |
| Support BAME students in the context of COVID-19 and Black Lives Matter movement                  | Develop Culture Committee initiatives, including Moodle resources, and foster further College Council involvement in | July 2021 |

|   |  |           |
|---|--|-----------|
|   | equality and diversity related activities.   |           |
| All teaching staff to complete E&D training | Online compliance training sourced and acquired: to be completed by all teaching staff | July 2021 |

Draft objectives for 2021/22:

Continue 2020/21 objectives in the context of the consequences of COVID-19 and