



Equality & Diversity / Inclusive (Personalised) Learning

Promotion of Racial Equality

Monitoring Report 2007 – 2008

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<http://www.colchsfc.ac.uk/equality>

Area	Activity / Comment	Notes
Student Success Rates	The success rates of most of the College's minority ethnic groups exceed that of the majority ethnic group.	
	The success rates of most of the College's minority ethnic groups significantly exceed national rates.	Given the small number of entries from those minority ethnic groups whose success rates are lower than the majority ethnic group, it is uncertain whether this data has statistical significance. Nevertheless, the College will explore possible explanations for the lower success rates of Black and so-called 'mixed' ethnic groups.
	The success rates of both the College's female and male students significantly exceed national averages.	
	There is an increasing incidence of high grades for male and female students.	
	The difference between the College's female and male success rates is less than half the national difference. (College: 1.5%, National: 3.6%)	
	The male students' success rate appears to be improving year-on-year.	

	Value-added analysis according to ethnicity and disability unavailable with current software / methodologies.	The College will explore means for more refined analysis of student performance at departmental and whole-College levels. This issue was cited in the SAR Validation Summary Report 2007, although the statistical validity of such data would be debateable.
Student Retention Rates	The retention rates of minority (and majority) ethnic students are outstanding and exceed national averages.	
Student Participation Rates	There are no significant equality & diversity-related observations to be made concerning the student participation rates.	
Student Progression Rates	There are no significant equality & diversity-related observations to be made concerning the student progression rates.	
Student Profile	There are no significant equality & diversity-related observations to be made concerning the student profile, disciplinary procedures, appeals or complaints.	
Staff Profile	The staff ethnic profile does not reflect the local population.	
	The staff gender profile does not reflect the local population.	
	The number of minority ethnic applicants for staff posts is not increasing.	Consequently, the College advertises employment opportunities on the <i>Equality Britain</i> website in order to diversify its recruitment potential. (www.equalitybritain.co.uk)
	There are no significant equality & diversity-related observations to be made concerning staff who left employment, training, career development, disciplinary procedures or grievances.	
Staff Gender Pay Gap	The College's gender pay gap is 10.9% compared to a national average of 22.6% ¹ . The College's average hourly rate of pay is £23.86 for females and £26.78 for males.	
Public Sector Equality Duties	The College gathers information on how its work affects people of different groups.	The Visual Arts Department is piloting the use of a monitoring template which analyses students' participation, retention, success and progression according to ethnicity, gender, learning difficulty, disability and deprivation.
	The College consults its staff, students, their parents / guardians, and others involved in its activities.	
	The College assesses the impact of its policies and practices.	The Visual Arts Department is piloting the use of an equality impact assessment toolkit, derived from that designed by the Open University.

¹ *A Fairer Future: The Equality Bill and Other Action to Make Equality a Reality*, Government Equalities Office. Percentage as measured using the overall median gender pay gap, which is women's median hourly pay (excluding overtime) as a percentage of men's median hourly pay (excluding overtime).

	The College uses this evidence to prioritise its actions.	
	The College works to deliver the best outcomes in terms of equality.	
Equality Bill	<p>In order to fulfil the duties of the forthcoming Equality Bill, the College will:</p> <ul style="list-style-type: none"> • Work to reduce socio-economic inequality. • Consider the needs of diverse groups when designing and delivering provision. • Use procurement of goods and services to promote and support equality. • Prevent unlawful discrimination against people aged over 18 when carrying out our activities. • Produce a report on the gender pay gap (if any). • Use positive action to improve equality. • Not unlawfully discriminate against a member of staff or a student because they are linked to, or associated with, a person who is of another sexual orientation, race, religion or belief, or because of their age, disability, sex or gender reassignment. • Support mothers when breastfeeding in College. • Not knowingly treat a person with a disability in a way which amounts to poor treatment. 	
LGBT Group	The College has introduced a Lesbian, Gay, Bisexual and Transgender Group, with both student and staff representation, which meets regularly. The group has both social and informational aims.	
Focus Groups	The College is conducting focus group interviews with staff and students in order to monitor and develop its equality and diversity provision.	<ul style="list-style-type: none"> • Colleagues report that no discrimination or prejudice has been experienced on account of ethnicity or sexuality. • Further awareness of and differentiation between religions such as Sikhism, Hinduism and Islam required. • Clarification of the use of the Prayer Room required.

Prevention of Violent Extremism	<p>The College is taking account of the Government's advice regarding the prevention of violent extremism. <i>Learning Together to be Safe: A toolkit to help colleges contribute to the prevention of violent extremism</i> advocates:</p> <ul style="list-style-type: none"> • The promotion of <i>Every Child Matters</i> outcomes, community cohesion, equalities and well-being. • The effective implementation of anti-bullying policies. • A focus on the narrowing of the attainment gap between all groups. • Encouraging active citizenship and the learner voice. • Links with families and local communities. 	Moazzam Begg, a former detainee at Guantanamo Bay and a spokesperson for <i>Cageprisoners</i> , was a speaker at the College on 6 th October 2008.
Equality Project	During Winter 2007 – 2008, the College participated in an LSC East of England Equality & Diversity Project, which resulted in a report entitled <i>From Quality to Equality: A Match Made in Heaven</i> by Dr Christine Rose.	The College is cited in the report for its work on monitoring, analysis of key performance data and the LGBT Group.
		In January 2008, Dr Christine Rose provided input and support for the College's equality & diversity provision, including taking part in a discussion with Senior Tutors.
Learning Support	Specific information regarding Learning Support is contained in the dedicated monitoring report.	
Email Contact	The College's contact email for equality & diversity matters has been changed to equality&diversity@colchsfc.ac.uk from equalopportunities@colchsfc.ac.uk in an attempt to avoid the large quantity of spam that was being received.	Publicity required for new email address.
Racial Harassment	There were no complaints of racial harassment in 2007 - 2008.	
Bullying	There were seven incidents of bullying reported between Autumn 2007 and Spring 2009.	Two cases involved cyberbullying.
Staff Training	Training provided to new staff on the College's equality & diversity-related policies and procedures, and legal duties and liabilities, as part of the New Staff Lunch programme.	INSET by external trainers has been explored, however further consideration is required given the expense involved - £1500 per day in some cases.
	Equality Bill training to be provided to all staff.	

Strategic Priorities	The College's commitment to the provision of an inclusive learning environment and promoting equality and diversity is explicitly confirmed in its Strategic Priorities 2009 – 2010.	<ul style="list-style-type: none"> • Provide high levels of advice, guidance, pastoral support and student services thereby maintaining high levels of retention, achievement and success rates whilst seeking to widen and increase levels of participation and provide an inclusive learning environment. • Ensure a continued focus on the positive promotion of issues including equality and diversity, healthy living, the safe learner, sustainability and international and global awareness.
S-Group Programme	The S-Group Programme is being grown to ensure that the College provides a challenging, yet supportive, learning environment focused upon the needs of AS Level Students, with the development of differentiated provision for those whose GCSE scores on entry suggest they are at risk of underachievement.	<ul style="list-style-type: none"> • An S-Group Co-ordinator was appointed in Spring 2009. • The College will make more explicit the evidence that it is an inclusive College (further to the SAR Validation Summary Report 2007).
International Students Group	<p>During October 2007:</p> <ul style="list-style-type: none"> • Students participated in the Colchester Bicentenary Black History Month Programme. • IB Visual Arts students had an art workshop with artist Clifford Hinds and went on to produce posters on the theme of the abolition of slavery which were used in a Colchester-wide community arts exhibition which toured local schools in November and was displayed at Hollytrees Museum. • London film-maker Akua Ofosehene presented her films <i>The Legacy of Slavery</i> and <i>A Short Story For My Niece – The Queen Yaa Asantewaa Story</i>, followed by a discussion. • Screening of documentary <i>Eyes Open</i> by Senegalese musician Youssou N'Dour. • Screening of animations by South African artist William Kentridge. 	
	<p>During January / February 2008:</p> <ul style="list-style-type: none"> • Chinese New Year celebrations included Chinese pop music on Storm radio and Chinese dishes in the Refectory. 	
	<p>During Spring Term 2008:</p> <ul style="list-style-type: none"> • International Group students meet informally for lunch and international films. 	

	<p>During Summer Term 2008:</p> <ul style="list-style-type: none"> • Work on application for DCSF International School Award. • Work with Jenny Lau (Student Council Vice Chair) to form new society – International Society. 	
	<p>During September 2008:</p> <ul style="list-style-type: none"> • Prayer room set up for student and staff use. Consultation with Muslim students over use. 	
	<p>As part of International Week:</p> <ul style="list-style-type: none"> • Salsa event on the concourse. • A short season of international film shorts was held. • ‘International’ dishes were provided in the Refectory. • International Society members offered lunchtime language tasters in a range of languages such as Xhosa, Mandarin, Akan, to complement the European languages on offer during European Day of Languages Week promoted by the Modern Languages. 	
	<p>During October 2008:</p> <ul style="list-style-type: none"> • Black History Month films and documentaries shown. 	
	<p>During December 2008:</p> <ul style="list-style-type: none"> • Students organised ‘Bollywood’ dance workshop in aid of Russ Foundation. 	
	<p>During January and February 2009:</p> <p>Chinese New Year celebrations including:</p> <ul style="list-style-type: none"> • Lantern making on concourse. • Screening of Chinese films, such as <i>In the Mood for Love</i>. • Selling fortune cookies in aid of Chinese orphanage charity (<i>Kianh Foundation</i>). 	
	<p>During April and May 2009:</p> <p>Staff INSET developed in order to maintain and build on the ISA (International Schools Award).</p>	