

Paper 12 Information

Academic Committee	
Annual Student and Staff Equality, Diversity and Inclusion Data Report 2020-21	
Meeting Date	22 November 2021
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Designation	Vice Principal
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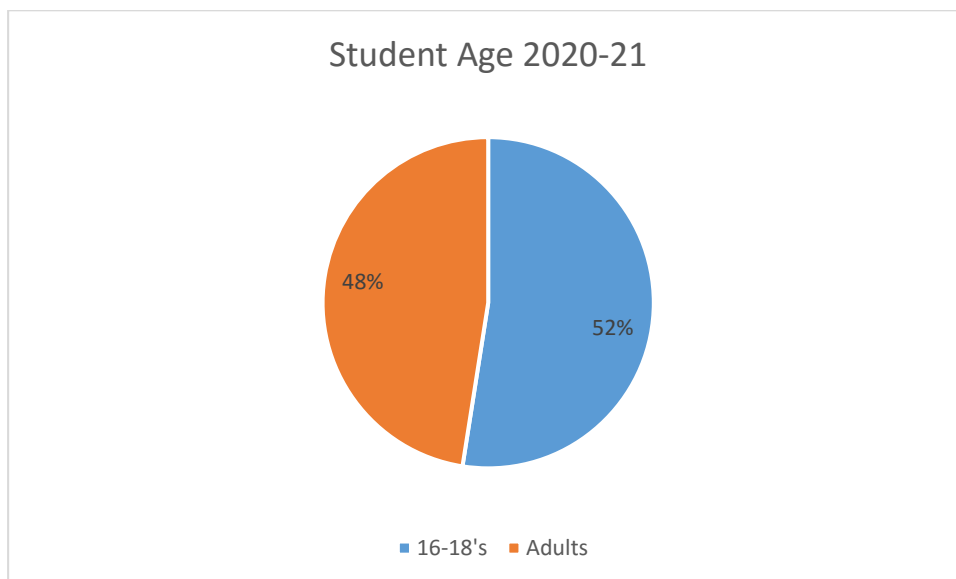
Introduction

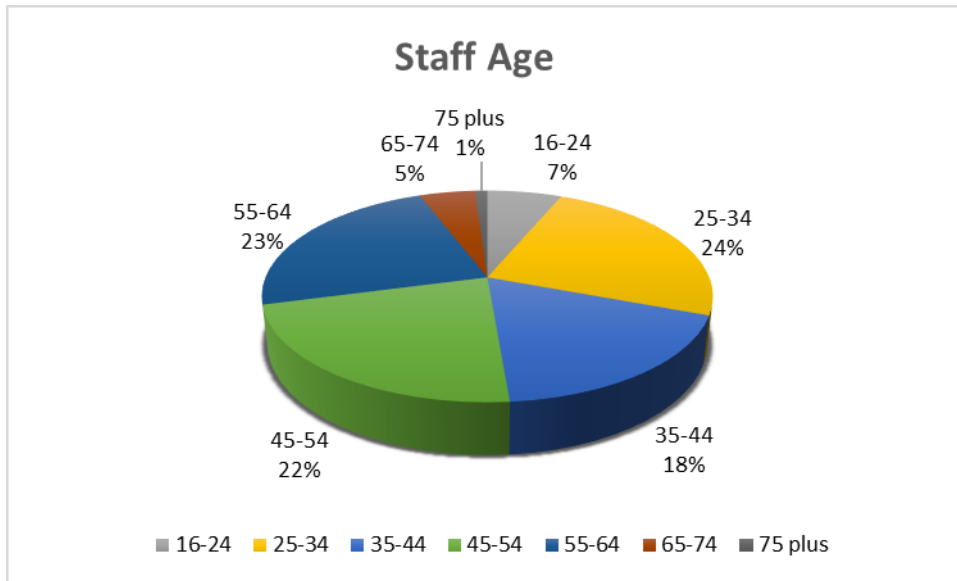
1. This paper provides information on student statistics for the College by equality measures.

Equality and Diversity Statistics

2. The following statistics are for the whole student cohort and staff in the academic year 2020-21 (Sept 2020 – July 2021). Due to Covid-19 the College did not recruit to the adult Garden Design and Horticulture courses usually recruited in Spring Term, and this may impact on data.

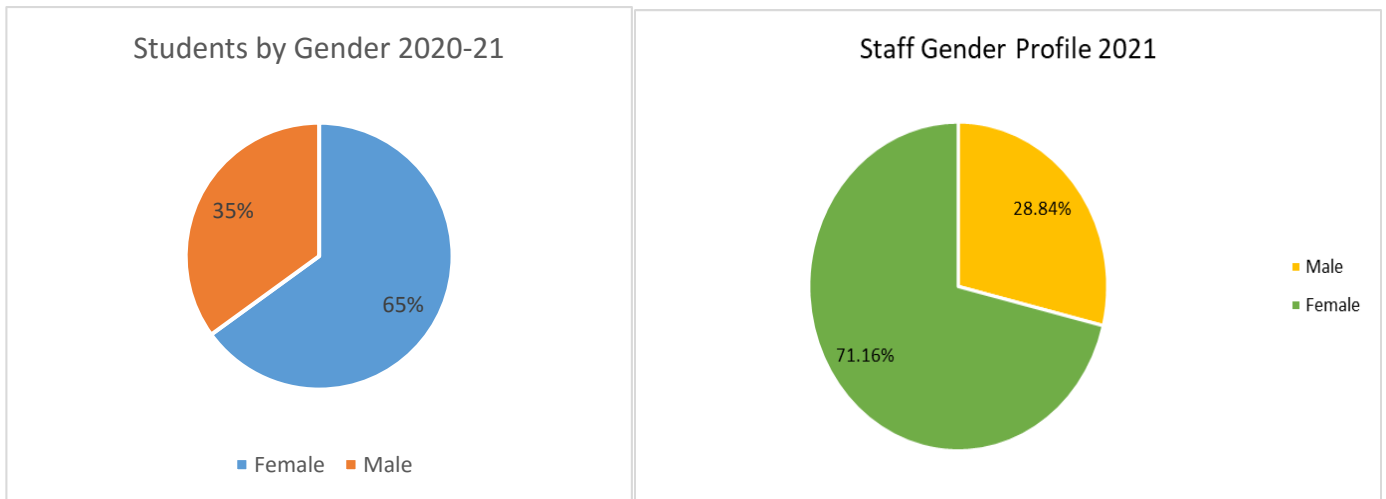
Age





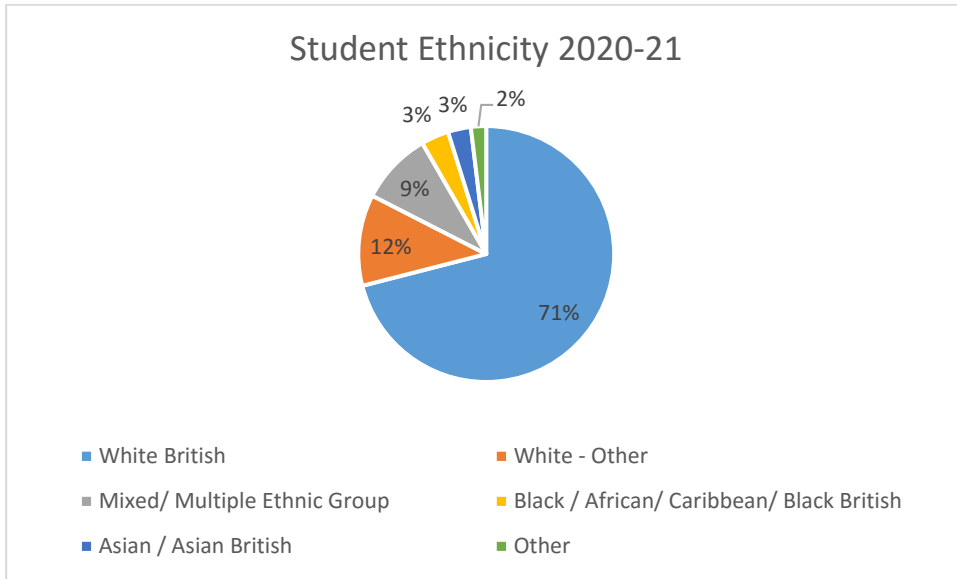
3. The proportion of adult learners has increased from 33% in 2019-20 to 48% in 2020-21. The College’s age profile means overall there is a good balance in the proportional representation between the main age groups.
4. The highest proportion of staff is in the age group 25-34 at 24%. This does not reflect the FE national average at 29% for age group 45-54.

Gender

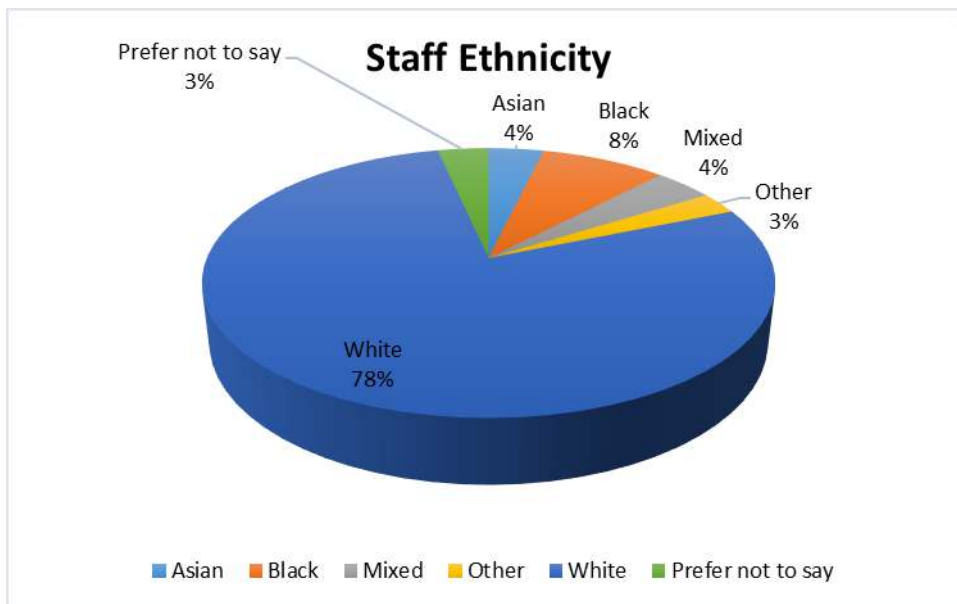


5. The gender split of learners and staff has remained static over the last 3 years with no significant shift in the ratio of higher proportion of female to male students, with females representing 65% of the student population and 71.2% of staff.
6. Overall FE and Skills Data for 2020-21 benchmark for female learners accounted for 60.5% of the student cohort although this is not land-based specific, FE workforce data 2020-21 62% female.

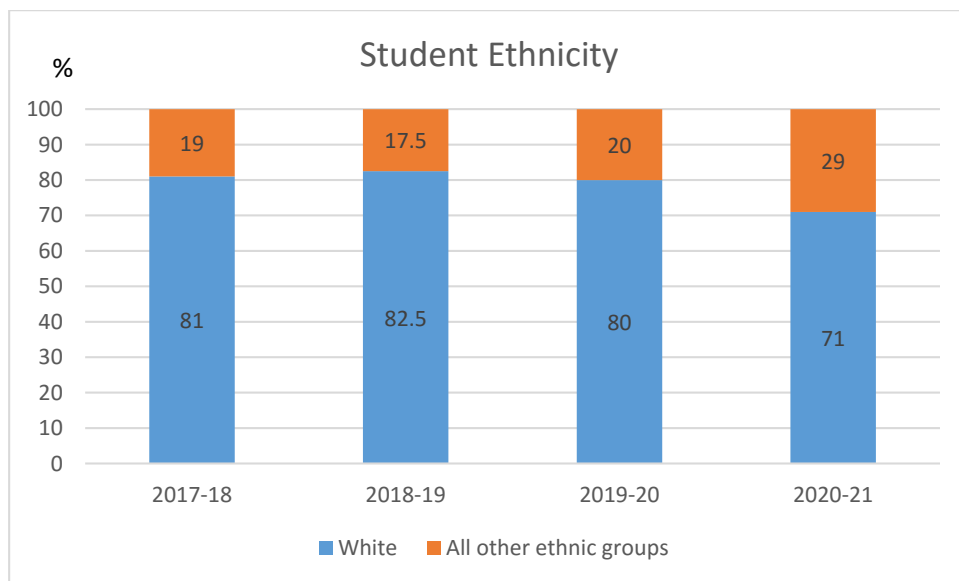
Ethnicity



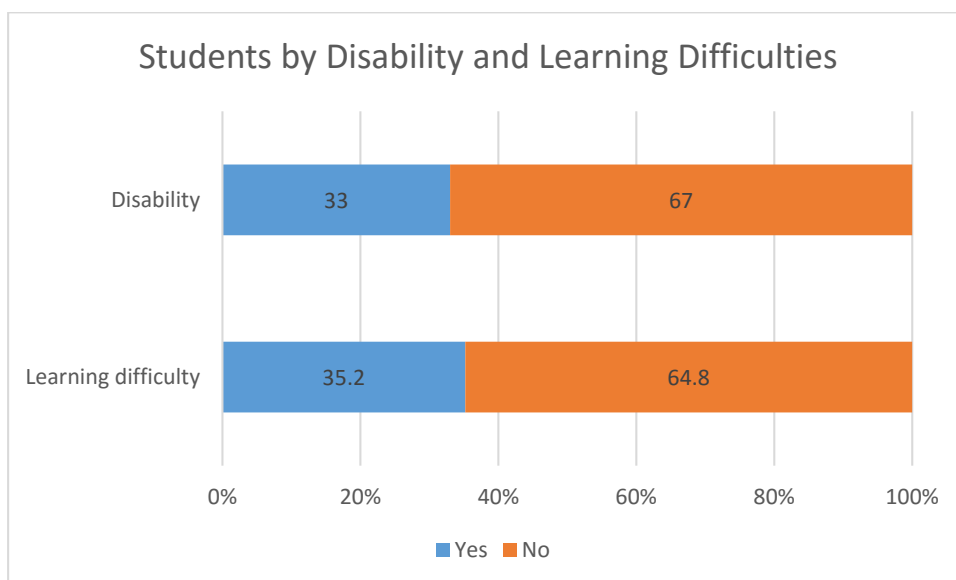
- The largest ethnic group for learners at the College 2020-21 is White (71%), the second largest ethnic group is White Other (12%), Mixed/Multiple Ethnic group (9%). The proportion of Asian learners in the College (3%) and the College’s cohort of Black learners (3%).



- The total proportion of staff employed from ethnic minority communities is 19% (3% increase on year). Within the context of the London figure for the BAME population being 40%, the overall number of BAME staff employed at the College is significantly low, however FE workforce data for 2020-21 indicate a national sector average of 18% and landbased is likely to be lower.
- The total proportion of students from ethnic minority communities is 29%, a 9% increase on year, this is 2.8% above the FE Skills sector data 2020-21 (24.2%), and is very high for a landbased college.

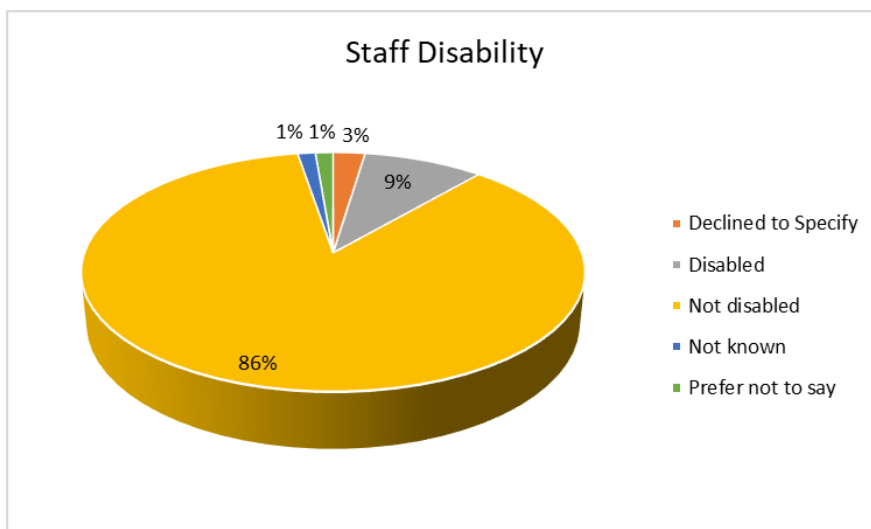


Student Disability and Learning Difficulty

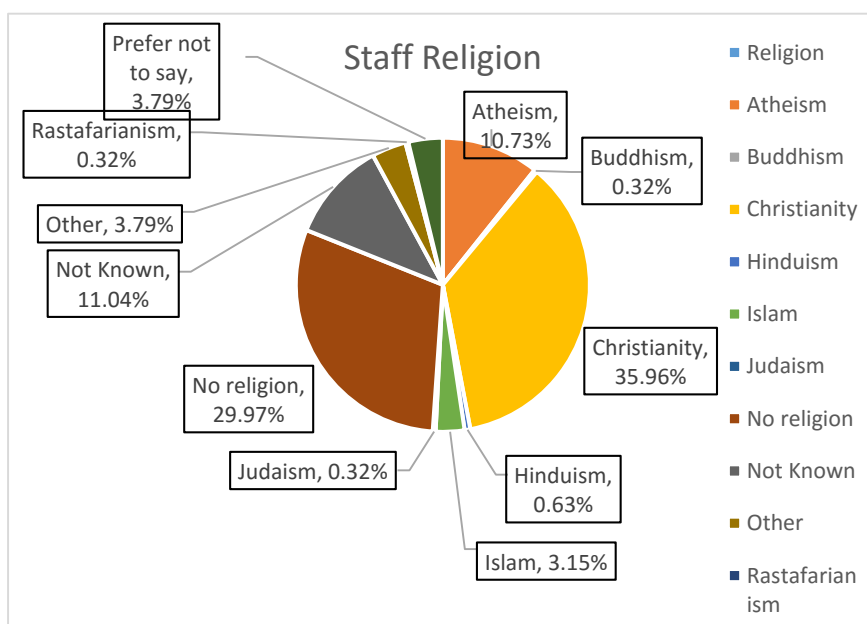
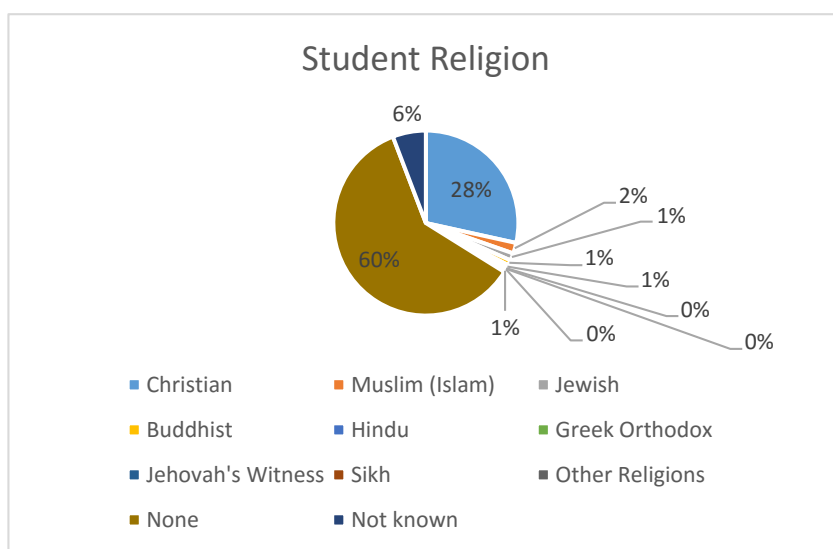


10. The proportion of learners with disabilities 33% (0.3% increase on year) and the proportion of learners with declared learning difficulties 35.2% (3.6% decrease on year), these proportions are above FE skills sector data for 2020-21 where 16.2% of students declared a disability or learning difficulty.

11. The overall proportion of staff declaring a disability is 9%, significantly less than the student population.

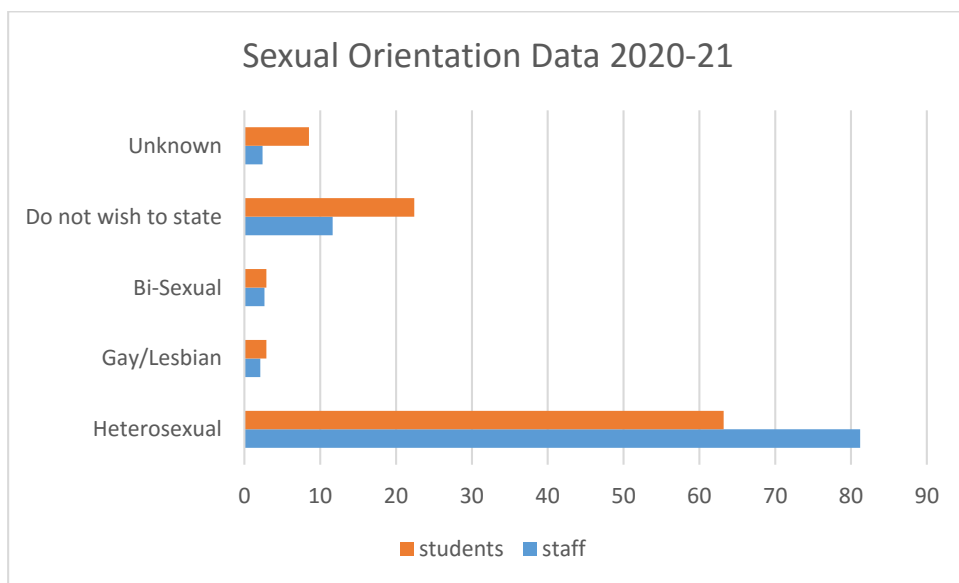


Religious Belief



- 12. 60.7% of students (0.7% decrease on year) and 30% of staff had no religion.
- 13. The largest religious belief at the College is Christianity 28% of students (3.9% decrease on year) and 36% of staff.
- 14. The proportion of student religious beliefs including Muslim 2% (+0.3%), Jewish 1.3% (-0.1%), Buddhist 0.9% (+0.1%), Hindu 0.5% (+0%) and Other 0.5% (-0.2%) remained approximately constant on year.
- 15. 10.7% of staff are atheists, compare to 0.2% of students.

Sexual Orientation



- 16. The largest declared sexual orientation at the College 2020-21 is heterosexual 63.2% of students (1.3% decrease on year) and 81.2% of staff.
- 17. 22.4% of students (0.5% less than 2019-20) and 11.6% of staff (1.6% more than 2019-20) did not wish to state sexual orientation.
- 18. The proportion of Bi-Sexual 2.9% of students (+0.6%) and 2.65% of staff, Gay/Lesbian sexual orientations 2.9% of students (+0.8%) and 2.65% of staff, remained approximately constant compared to 2019-20.
- 19. The level of declaration from staff who are LGBTQ rests at 4.75% of staff and 5.8% of students is just above the Office of National Statistics of 2.7% (as at 2019) for the UK population.

Equality and Diversity Initiatives

- 20. The theme of equality and diversity is embedded into vocational course content and a strong tutorial programme supports student' personal development, enhanced by a range of enrichment events and activities (**Appendix I**) that celebrate, recognise and raise awareness of the key events in the diversity calendar.

Appendix I

Tutorials and Events 2021-22

Month	Events	E & D Activities	Teaching Week	Tutorial Topic
Sept 2021		Fresher's Fair at all sites: <ul style="list-style-type: none"> • Team building in the form of Laser Tag • Food and refreshments • Stalls from various organisations 	1 2 3 4	Induction - Learner Voice, College Values, Code of Conduct Staying Safe – Introduction to Safeguarding Staying Safe – Recognising Abuse, Equality and Diversity Staying Safe – Personal Safety
Oct 2021	1 st – 31 st - Black History Month	<ul style="list-style-type: none"> • Chalk Challenge, with students drawing chalk pictures around college centres with the theme of Black History Month • Library to profile BAME authors in the land-based industry on Moodle • Dedicated section on Moodle celebrating Black History Month with links to the BHM website and profiles of inspiring black figures • PRW – The True History of Capel: Uncovering the past and celebrating the future 	5 6 7	E&D - Black History, Race & BLM Staying Safe – Online Safety and Digital Citizenship Staying Safe – Prevent, Extremism and Radicalisation HALF TERM (25th – 30th)
Nov 2021	1 st -30 th November 11 th Remembrance Day 15 th -19 th Anti-Bullying Week 18 th Nov – 20 th Dec UK Disability Awareness Month	<ul style="list-style-type: none"> ▪ Men Do Cry poster campaign ▪ Speaker: Men's suicide and mental health ▪ Articles on Moodle about the history of Remembrance Day ▪ Presentation on Moodle by the library on history of Remembrance Day and the involvement of animals. Presentation by the Royal British Legion about the remembrance garden 'The Glade' and how it was designed. ▪ Classes to create 'One Kind Word' videos or posters ▪ Information on Moodle about anti-bullying and support available 	8 9 10 11 12	Knife Crime Remembrance Day and Democracy Anti-Bullying Week Mental Health and Wellbeing - Diet & Exercise Alcohol & Smoking, Drugs Awareness

Month	Events	E & D Activities	Teaching Week	Tutorial Topic
		<ul style="list-style-type: none"> Class activities on Moodle Film screening (individual classrooms or group showing COVID dependant) 		
Dec 2021	W/C 1 st : Launch College Talent Show 6 th Food Bank Drive Launch	<ul style="list-style-type: none"> Capel's Got Talent online talent show showcasing the diversity of talent at the college Collection of food and toiletries for the Trussell Trust at all campuses 	13 14	Healthy Relationships and Sexual Health Mental Health and Wellbeing – Managing Stress Mental Health and Wellbeing – Mindfulness Activity CHRISTMAS BREAK (19th - 3rd January)
Jan 2022	Dry January 17 th World Religion Day 27 th Holocaust Memorial Day	<ul style="list-style-type: none"> Relevant NHS and other partners to come in a do talks on alcohol Cultural Fair held at all centres with information stands celebrating religious and cultural diversity in the community. Information on Moodle about world religions and the origins of their belief systems World religion day displays produced by the library at all centres Presentation on Holocaust Memorial Day via Teams Information on Moodle about Holocaust Memorial Day 	15 16 17 18	Mental Health and Wellbeing – Body Image E&D and British Values – Values, Faith and Beliefs E&D and British Values - Holocaust Memorial E&D - LGBT history
Feb 2022	1 st Chinese New Year LGBTQ+ History Month	<ul style="list-style-type: none"> Origami workshops and dragon dance performance Article on Moodle about the significance of Chinese New Year and how it is celebrated. 	19 20 21	E&D and British Values - Protected Characteristics Mental Health and Wellbeing - Study Skills Mental Health and Wellbeing – Mindfulness Activity

Month	Events	E & D Activities	Teaching Week	Tutorial Topic
		<ul style="list-style-type: none"> Information on Moodle about the origins of LGBTQ+ history month LGBTQ+ displays produced by the library at all centres 		HALF TERM (14th - 18th)
March 2022	8 th – International Women’s Day 20 th International Day of Happiness	<ul style="list-style-type: none"> Activity: marketing to highlight staff in the organisation who students can spend some time shadowing International Women’s Day displays produced by the library at all centres Information on Moodle about International Women’s Day Free day in timetable between 18th and 21st for students to order food, play games and do activities together 	22 23 24 25 26	E & D – International Women’s Day Self-belief Employability - Financial Capability, Managing Money Mindfulness Activity Employability - Personal Statements and CVs
April 2022	Stress Awareness Month	<ul style="list-style-type: none"> Stress management workshops for students 	27 28	EASTER BREAK (4th- 15th April) Employability - Job Searching & Interview techniques Rule of Law - Democracy British Values – Individual Liberty, Understanding Consent
May 2022	2 nd -8 th Deaf Awareness Week 16 th – 22 nd Mental Health Awareness Week (National)	<ul style="list-style-type: none"> Deaf awareness workshops teaching BSL or Makaton Mindfulness, yoga and other mental health workshops Goal setting workshop with Amani Simpson Information on Moodle about Mental Health Awareness with links to useful websites and support Mental Health displays produced by the library at all centres 	29 30 31 32	Mental Health and Wellbeing – Exam and Study Tips Mental Health and Wellbeing - Being Connected Mental Health and Wellbeing - Hope and Gratitude Mental Health and Wellbeing – Mindfulness activity

Month	Events	E & D Activities	Teaching Week	Tutorial Topic
June 2022	1 st -30 th Pride Month	<ul style="list-style-type: none"> ▪ Information on Moodle about the significance of Pride 	33	HALF TERM (May 30th – June 3rd) Preparation for completing your course and progression Preparation for completing your course and progression Preparation for completing your course and progression
	22 nd Windrush Day	<ul style="list-style-type: none"> ▪ Information on Moodle about Windrush Day 	34	
	W/C 27 th College Graduation Party all sites	<ul style="list-style-type: none"> ▪ Caribbean Cooking Workshop or cookbook ▪ Summer Party and Graduation Event 	35	
July 2022	2 nd College finishes		36	Graduation week.