

Paper 12 Information

Academic Committee	
Annual Student and Staff Equality, Diversity and Inclusion Data Report 2021-22	
Meeting Date	21 November 2022
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Designation	Interim Vice Principal
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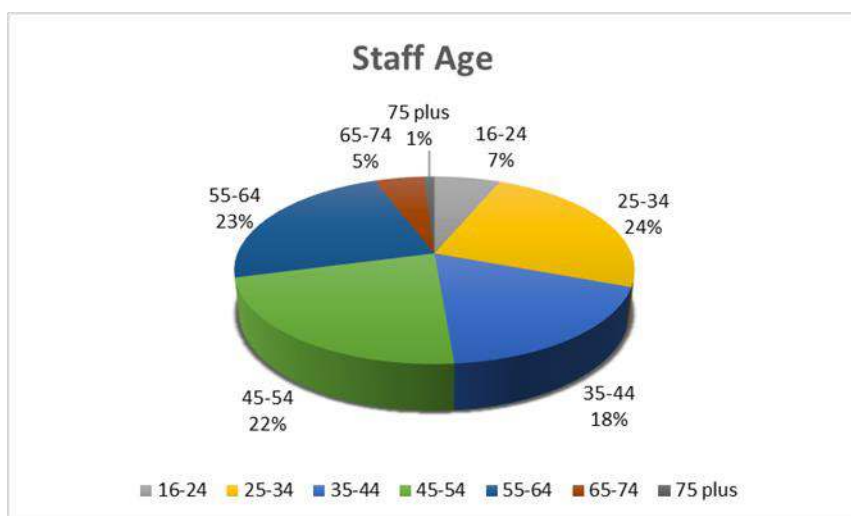
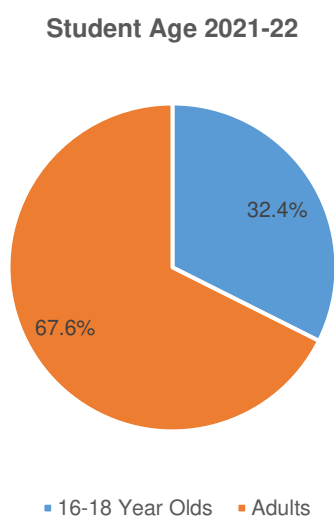
Introduction

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 2021-22.

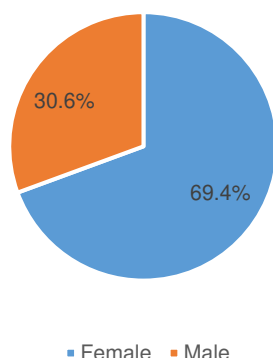
Age



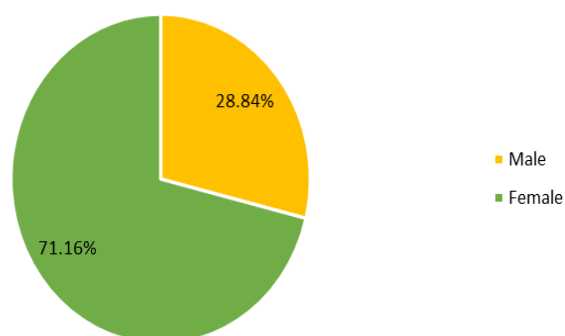
3. The College has experienced an increase of 19.6% in the proportion of adults compared with 2020-21, whilst the proportion of 16-18 years olds recruited has dropped significantly in relation to overall college student numbers from 52% to 32.4%.
4. The highest proportion of staff is in the age group 25-34 at 24% whilst 42% of staff are aged below 44. This does not reflect the FE national average where the largest staff numbers, 29% are aged 45-54.

Gender

Students by Gender 2021-22



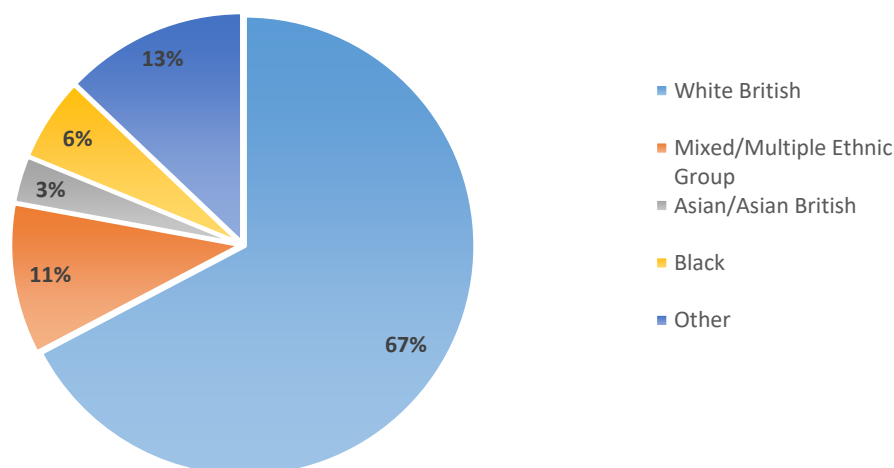
Staff Gender Profile 2021



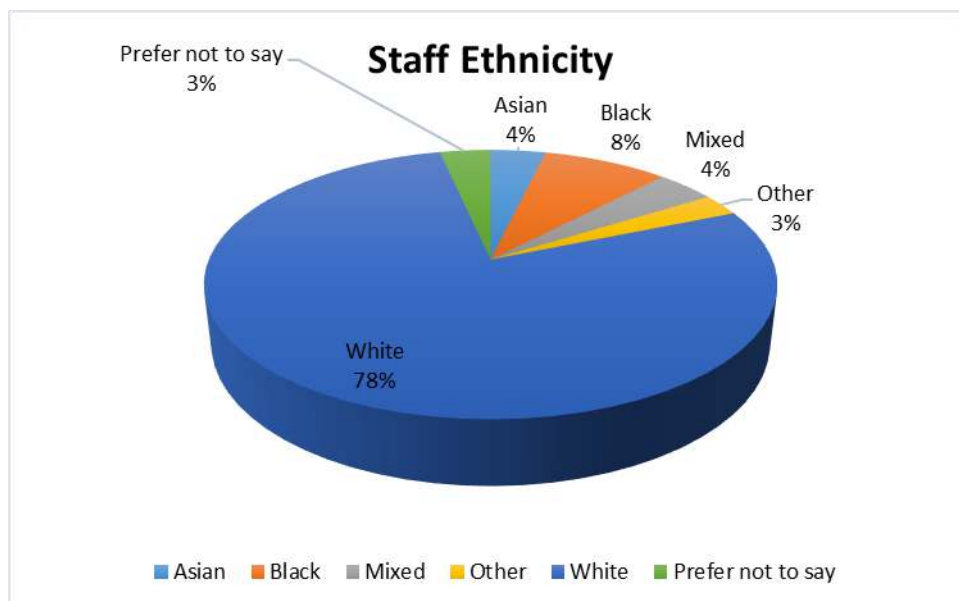
5. The gender split of learners has seen an increase in the proportion of females by 4.4% from 65% in the year 2020-21. However, the numbers are largely static and have not greatly fluctuated over the last 3 years. Overall FE and Skills Data for 2021-22 benchmark for female learners accounted for 60.6% of the student cohort although this is not land-based specific.
6. The gender split of staff has also remained static over the past 3 years, with 71.6% of the workforce identifying as female. FE workforce data suggests that is higher than most colleges, where 62% is female. However, again this is not land based specific.

Ethnicity

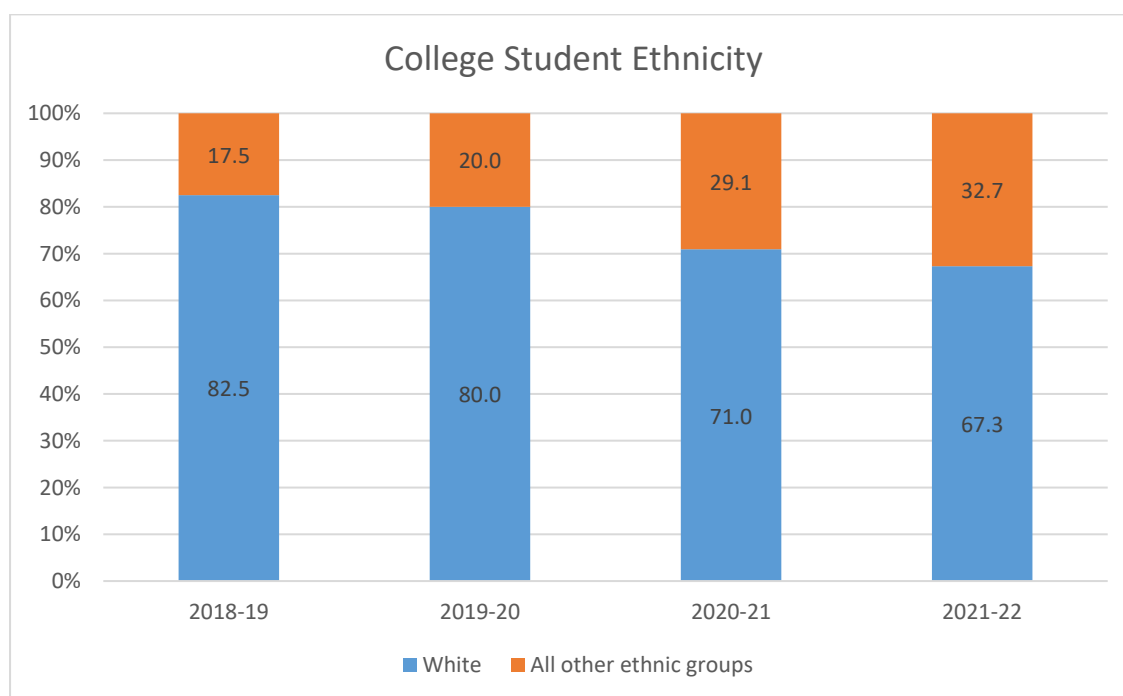
Students by Ethnicity 2021-22



7. The largest ethnic group for learners at the College 2021-22 is White British (67%), this has declined by 4% against 2020-21. The second largest ethnic group is Mixed/Multiple Ethnic at 11%. The proportion of Asian learners in the College is 3%, this is the same as the previous year and the College's cohort of Black learners is 6% which is a 3% year on year increase.

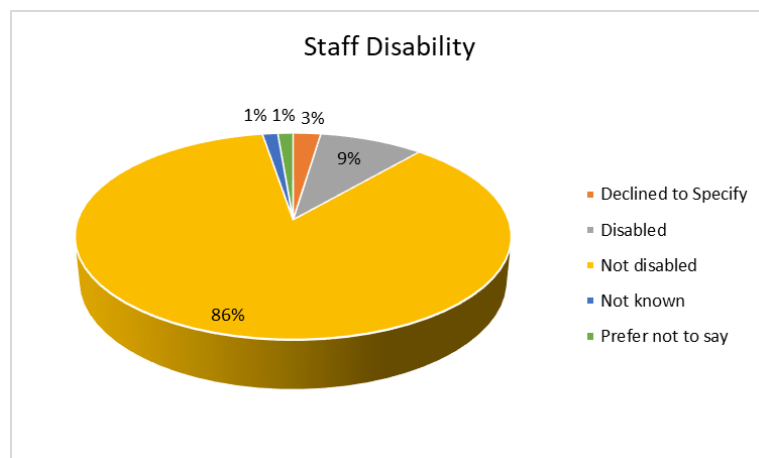
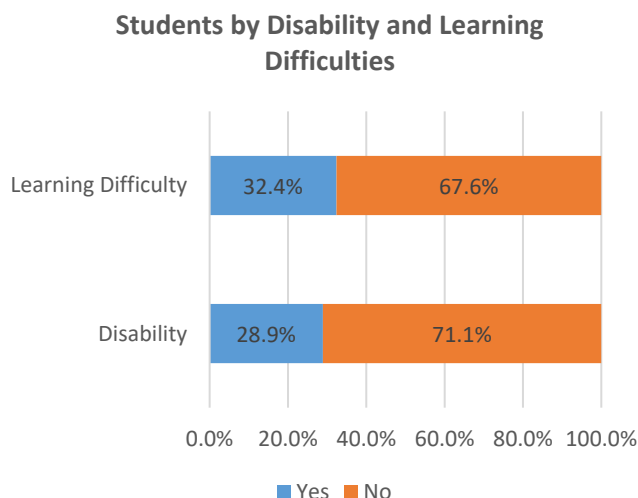


8. The total proportion of staff employed from ethnic minority communities is 19% (3% increase on year). Within the context of the London figure for the BAME population being 40%, the overall number of BAME staff employed at the College is significantly lower than regional data, however FE workforce data for 2020-21 indicate a national sector average of 18% and landbased is likely to be lower.



9. The total proportion of students from ethnic minority communities is 32.7%, a 3.7% increase year on year and a 15.2% increase over four years. It is very high for a landbased college.

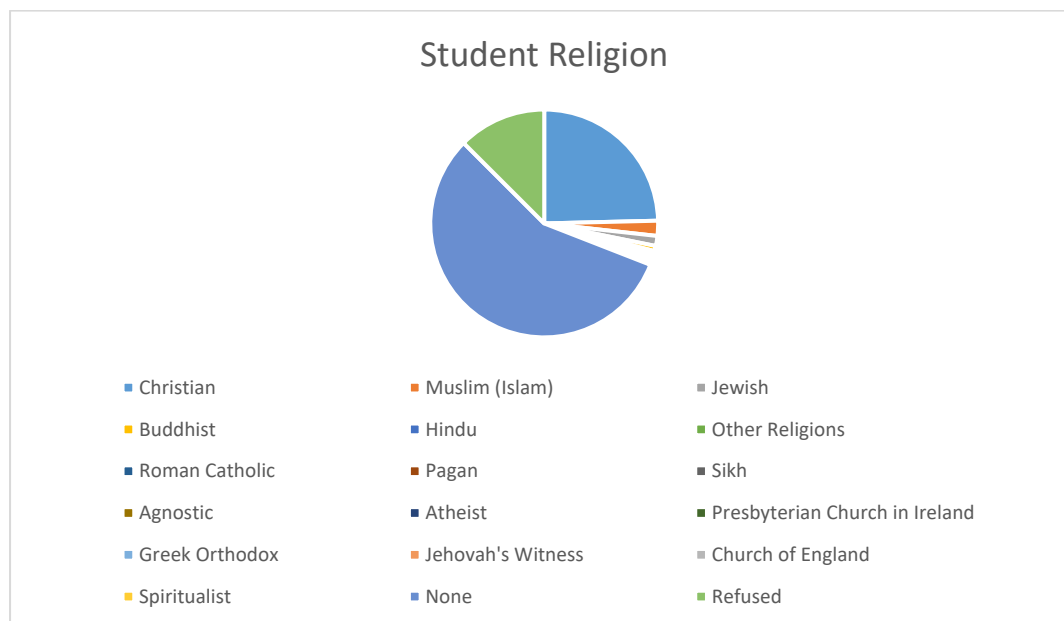
Student Disability and Learning Difficulty



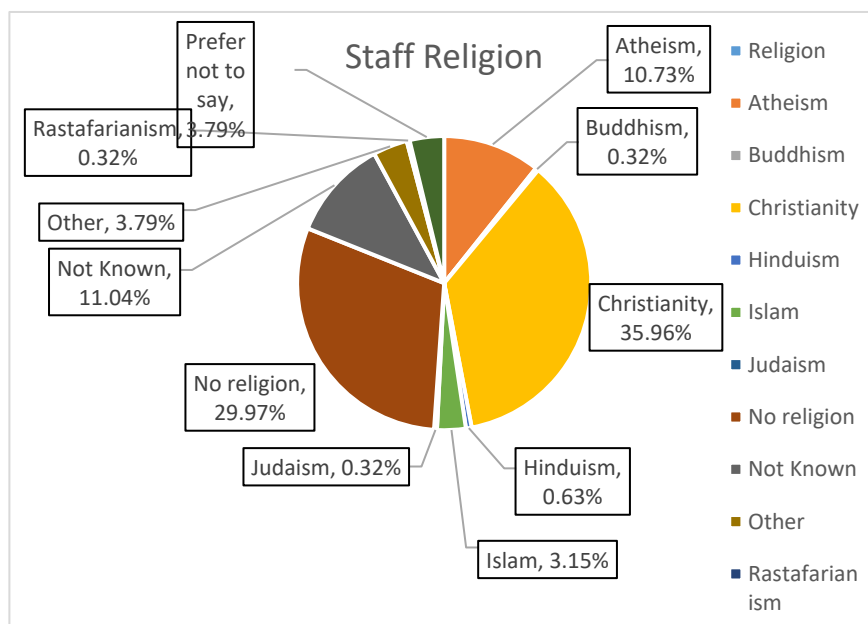
10. The proportion of learners with disabilities was 28.9% (a 4.1% decrease year on year) and the proportion of learners with declared learning difficulties 32.4% (2.8% decrease year on year). This is thought to be just a small variance on year and is not thought to be trend setting

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

Religious Belief

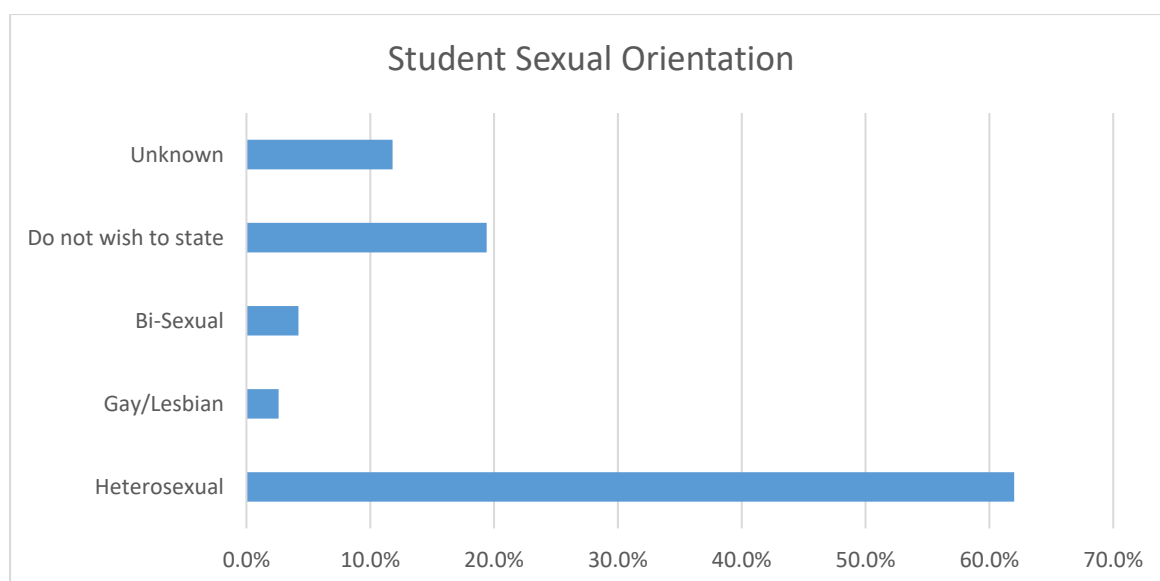


12. 56.5% of students have declared that they have no religion whilst the largest religious group is Christian (24.6%) with the second highest Muslim (2.1%). A range of other religions are identified, including: Jewish, Sikh, Hindus and Buddhists. The range has remained constant year on year



13. 10.7% of staff are atheists, compare to 0.2% of students, 29.7% declare “no religion”. The largest denomination remains Christian at 35.9%, followed by Islam at 3.15%

Sexual Orientation



14. The largest declared student sexual orientation at the College 2021-22 is heterosexual (62.0%). Students declaring as LGBT is 6.8% is slightly higher than previous years with a 1% year on year increase.

15. 19.4% of students did not wish to state sexual orientation, a decrease of 3% on 2020-21.

Equality and Diversity Initiatives

16. 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.

17. There is a dedicated EDI area on Moodle which celebrates and commemorates a range of EDI events throughout out the year including: Black History month, Holocaust Memorial day,

LGBTQ+ Month, Pride, World mental health Day, International Women's day, Disability awareness month and Eid as some examples. This year tutorials were also added around Deaf awareness and The Windrush Generation challenges and prejudices.

18. Coming out of Covid, and the return to students on site, an emphasis has been placed on highlighting and raising the profile of EDI issues in order to broaden the awareness of both staff and students and to challenge preconceived stereotypes. These events have included: African drumming workshops, Chinese lion dancers and the canteen offering foods from a range of different cultures and groups. During October the College celebrated Black History Month with the following activities:
 - a) Tutorial on the Black Lives Matter Movement
 - b) Chalk Challenge, with students drawing chalk pictures around College centres with the theme of Black History Month
 - c) The library profiled BAME authors in the land based industry on Moodle
 - d) There was a dedicated section on Moodle celebrating Black History Month with links to the BHM website and profiles of inspiring black figures from the land based industry including videos.
19. During November the College commemorated Remembrance Day with a College wide remembrance presentation via teams followed by a 2-minute silence. There was also a College wide tutorial on Remembrance Day and Democracy. Moodle also featured articles on Remembrance Day.
20. In December we celebrated the diverse talent of Capel students with an online talent show, students produced videos of themselves performing song, dance, poetry, comedy or other forms of their talent and these were uploaded to Moodle where students could see them, the winning acts were selected by a judging panel of staff. We organised a food bank drive during December to support the local food bank during these difficult times in conjunction with the Trussel Trust.
21. The month of January in tutorials was dedicated to equality and diversity with tutorials on values, faith and belief and protected characteristics. We also concentrated on body image and how students can ensure that they see themselves in a positive, non-stereo-typical light. We commemorated Holocaust Memorial Day in January with a presentation via Teams, there was also a tutorial dedicated to the Holocaust. Moodle will also feature articles on Holocaust Memorial Day.
22. In March we celebrated International Women's day and students were encouraged in tutorial to add to the memory tree, where they celebrated a woman in their life that they wished to celebrate or remember. An interactive workshop was held where learners could come together and look at issues and support for women. During March we also promoted citizenship, including voter registration.
23. For 2022-23 there are changes planned for the delivery and embedding of EDI at Capel Manor. This includes the establishment of an EDI working group that will feed into the Strategic Committee. This will be chaired by the Director of Learner Services and will seek to incorporate the views of staff and students into the development of key themes that will be embedded into the operational delivery of EDI at the College.