

Uxbridge College Equality & Diversity Information

Public bodies are required under the specific duties of the Equality Act 2010 to:

- Publish equality objectives every 4 years;
- Publish information annually to demonstrate their compliance with the general equality duties;
- Publish information relating to their employees

N.B In addition to the protected characteristics in the Equality Act the College recognises and reports on the importance of socio-economic factors for its students.

Background information

In its last inspection in 2008/9 Uxbridge College received an 'Outstanding' grade for Equality and Diversity from OFSTED. Since then the College has strived to provide the best possible education for the diverse range of students it enrolls each year. Part of the reason for Uxbridge College receiving such a high inspection grade was due to its high success rates across different ethnic groups, gender and disabled students. Each year since this inspection the College has had exceptionally high success rates right across each category and has successfully narrowed the gap in attainment for those who traditionally have not achieved as well as others.

In order to advance equality of opportunity and foster good relations the College has an Equality and Diversity Forum and two special interest groups which are sub groups of this forum. The special interest groups are for Disability and Gender & Age. Student groups are established each year for Equality and Diversity, and Disability and these are directly linked to the College's annual action plan.

Policies and Equality Impact Assessment: The College has an Equality and Diversity policy and a Single Equality Scheme. Both of these policies and all other policies and practices at the College have been through an Equality Impact Assessment (EIA). The College uses a standard form for its EIA's which considers each protected characteristic and whether it is affected by the policy or practice. EIA's are renewed at the same time the policy or practice is updated.

Using our equality information to impact change: In 2011/12 the College used its data on success rates to implement a new project aimed at improving success for lower performing groups. The College successfully bid for an LSIS Equality and Diversity grant to help mentor 'at risk' Black Caribbean students (this was in response to its in-year data monitoring in 2010/11). This fund was used to provide targeted mentoring for specific 'at risk' Black Caribbean students with an emphasis on retention as part of its key objective. The project successfully contributed to improved overall success rates of Black Caribbean students to 86% from 75% in 2010/11.

Student and staff data 2011-12

2.1 Students

In terms of ethnicity, the College is attracting the similar percentages of Asian, Black, Mixed and Other students. Significantly, there has been a 3% rise in full-time White students and a 4% decline in part-time Asian students. There are no significant differences between the percentages of applicants and those that enrol at the College.

Ethnicity	PT	%	FT	%
Arab	18	2% (N/A)	36 (N/A)	1%
Asian	295	31% (-4%)	1234	32% (-1%)
Black	185	20% (+1%)	715	18% (-2%)
Mixed	63	7% (+1%)	306	8% (-1%)
Other	76	8% (same)	221	6% (same)
White	305	32% (same)	1359	35% (+3%)
Total	942		3871	

Table 1: Breakdown of Uxbridge College students 2011-12 by Ethnicity

The gender breakdown by percentage for full time students shows an increase in the proportion of males enrolled on both part-time and full-time courses in 2011/12.

Gender	PT	%	FT	%
F	578	61% (-2%)	1606	41% (-3%)
M	364	39% (+2%)	2265	59% (+3%)
Total	942		3871	

Table 2: Breakdown of Uxbridge College students 2011-12 by Gender

2.2 Student Success

Ethnicity: Student success rates for 2011/12 by ethnicity are exceptionally high. All ethnic groups are above or within 4% of the overall success rate (85%). All ethnic groups are above national averages.

Ethnicity	Starts	Ret %	Ach %	Success 11/12 %
Asian or Asian British - Any Other Asian Background	869	93%	95%	88%
Asian or Asian British - Bangladeshi	80	85%	96%	81%
Asian or Asian British - Indian	736	94%	94%	88%
Asian or Asian British - Pakistani	433	89%	95%	85%
Black or Black British - African	787	90%	94%	85%
Black or Black British - Any Other Black Background	111	84%	98%	82%
Black or Black British - Caribbean	314	89%	96%	86%
Chinese	23	96%	95%	91%
Mixed - Any Other Mixed background	501	86%	96%	82%
Not known	11	91%	100%	91%
Other	449	92%	96%	88%
White - British	2030	85%	97%	83%
Total	6344	89%	96%	85%

Table 3: Success rates by main ethnicity grouping

Gender: In terms of success by gender, the female /male gap, the College has narrowed the gap to a 2% variance from 4% in 2010/11.

Year	Female Success %	Male Success %
2009/10	86	85
2010/11	85	81
2011/12	86%	84%

Table 4: Success rates by gender

ALS: In addition, those learners receiving Additional Learning support showed a significant increase in success rates which were well above the College average.

Year	Overall Starts	Retention	Achievement	Success
2009-10	942	91%	97%	88%
2010-11	1246	89%	96%	85%
2011-12	1204	94%	98%	92%

Table 5: Success rates for ALS learners

Socio-economic disadvantage: 2nd year learners on Education Maintenance Allowance (EMA) and those in receipt of the new replacement Bursary funds had high success rates. Those in receipt of the Bursary and the remaining 2nd Yr students still in receipt of EMA had success rates 5% above the College average. This compares with an 88% success rate in 10/11 for those receiving EMA. Vulnerable Bursary recipients (e.g. 'looked after' children) had success rates identical to the College average (85%).

Vulnerable/Bursary 2011/12	Starts	Ret %	Ach %	Success 11/12 %
Vulnerable Bursary 16-18	168	88%	97%	85%
Bursary (and 2 nd yr EMA)	1127	93%	96%	90%

Table 6a: Success / Retention / Achievement & Attendance Analysis – EMA/Bursary Students

The Socio - economic Performance Indicator (SEPI) report published in 2012 gives an indication of the high levels of performance of Uxbridge College students in terms of Socio-economic performance. Uxbridge College ranks 49.1% (just below mid range) for the IMD (index Multiple deprivation for 2010) measurement of its students. The success rates of Uxbridge College students for overall success of 16-18; 19+; and All students; are all above the national average for every level of deprivation nationally (e.g. Uxbridge College students perform better than students from areas of both higher and lower deprivation).

Disability: For those students who declare a disability, difficulty or health problem, the success rates are 2% higher than those with no disability or difficulty declared.

Difficulty or Disability	Starts	Ret %	Ach %	Success 11/12 %	Success 10/11 %
has difficulty/disability/health problem	733	90%	97%	87%	83%
no difficulty/disability/health problem	5594	89%	95%	85%	83%

Table 7: Success/ Retention/ Achievement for those with a Disability

Religion: Below is the breakdown of faith, out of 4065 current students who enrolled in 2012/13. Success rates will be measured for these groups in November 2013. The College supports staff and students with 2 days annual leave each academic year in order to observe a date which is of importance within their religion's calendar.

Faith	Learners	%
Any Other Religion	127	3%
Buddhist	58	1%
Christian	1345	33%
Hindu	337	8%
Muslim	1027	25%
No Religion	772	19%
Prefer Not to Say	147	4%
Sikh	252	6%
Total	4065	

Sexual Orientation: The College does not currently ask students or staff to declare their sexual orientation, but may consider this in the future. However, it does record complaints and staff grievances by all protected characteristics including sexual orientation. There have been no complaints or grievances involving sexual orientation in 2011/12. Both student and staff forums have discussed sexual orientation in 2011/12.

Gender Reassignment: One transgender student in 2011/12 has been supported using the College's Gender Reassignment Policy and Procedure.

Pregnancy and Maternity: The College supports students who are pregnant or those with children. There is financial support through the 19+ discretionary bursary which had allocated £63,000 to childcare support to enable students to attend college in 2011/12. Since then the restrictions on the amount of discretionary funding which can be used for childcare has been lifted and the College expects to spend £155,000 in 2012/13. The College has a Children's Centre on site which supports students and delivers tutorials on pregnancy and childcare.

2.3 Staff

The breakdown for Staff E and D figures for last year (2011/2012) is as follows:

ETHNICITY: There is further small increase in the proportion of BME staff.

2011/12	2010/11	2009/10
33.04%	29.65%	28.65%

The College's current target is 35% BME staff which matches the current BME population in the Greater London Area (Hillingdon is 32% BME). The plan is to achieve this figure within the next 3 to 5 years.

GENDER: There is another change to the female / male staff ratio. The trend continues in favour of the male headcount increasing. At 01.07.2012 the male employee figure was 40.66%

2011/12	2010/11	2009/10
59/41	62/38	64/36

The further education college workforce is predominantly female; however this trend has reduced in recent years. In 2009/10 63.7% of staff in further education colleges nationally were female and 36.3% were male.

DISABILITY: Staff disclosing a disability has risen slightly:

2011/12	2010/11	2009/10
5.44%	4.88%	5.05%

Nationally, the number of staff with a declared disability across the Further Education College workforce in 2011/12 was 3.2%. Although the College exceeds the national average percentage for staff working in FE the rate of employee disclosure remains low throughout the sector.

AGE: The age breakdown of staff at the College on 1st January 2013 is as follows:

16-20	21-30	31-40	41-50	51-60	61-64	65+
1.0%	14.6%	25.9%	27.5%	24.2%	4.7%	2.1%

PREGNANCY & MATERNITY: The College supports all staff through pregnancy and maternity making reasonable adjustments to working practices as requested. All rights and entitlements are fully explained throughout the process. Flexible working arrangements are considered upon request for childcare and the College supports the childcare voucher scheme.

RECRUITMENT:

	2010/11	2009/10	2008/09
% BME Applicants	45%	44%	39%
% BME Offers from total offers made	32.34%	34%	29%

During the period 1st September 2010 to 31st August 2011, 1046 people applied for jobs at the College covering 68 vacancies, 65 employment offers were made. Of the 65 offered - 44 were white (67%) and 21 were from BME groups (33%).

In 2011/12 the College appointed 57 staff of which 33 were white (58%) and 24 were from BME groups (42%). BME Managers are 27.9%.

Equality and Diversity training: all staff and Governors have completed E & D training, which is updated annually. There were a total of 5 E&D training sessions during the year. The College is also part of the Black Leadership Initiative.

General Complaints

The College monitors all complaints by protected characteristics and reports to SMT and the Governing Body. There were no significant findings in 2011/12.

Uxbridge College Equality Objectives (2012 – 2016)

The College held consultations with staff, students and governors regarding the focus of its objectives. The College's Equality and Diversity Board was responsible for drafting the objectives and they were debated at SMT, Governors meetings and Student Council meetings. It was felt by all that the best way for the College to further the aims of the general equality duty was to have one aim for students and one for staff.

Aim	Objective	How measured	Update on progress
1. Student Success	Remove or minimise disadvantages suffered by people due to their protected characteristics by: narrowing the gap for success across groups and achieving student success above the national averages.	Student success for groups with protected characteristics (BME, Disability, Gender, Learning Support), to be within 5% of the College average and above the national averages (where available).	Met for 2011-12 success rates. All within 4% or above. All are above national averages.
2. Staff Recruitment	Advance equality of opportunity by: having a workforce that is representative of the local BME population.	BME staff employed in the College to reach 35% within the next 3 to 5 years.	On track to achieve. Currently 33%, increased from 30% in 2010/11.

If you would like this information provided in an alternative format such as British Sign Language, Large Print, Easy Read, Braille or in another language please contact the College.

इफ यू वौल्ड लिखे थिस इनफार्मेशन प्रोवाइडेड इन अन अल्टरनेटिव फॉर्मेट सुच
अस ब्रिटिश सिग्न लैंग्वेज, लार्ज प्रिंट, इजी रीड, ब्रेल और इन अनोत्हेर लैंग्वेज
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