

# Equality and Diversity Monitoring Public Information Release January 2012

## Foreword

Burton and South Derbyshire College recognises that a thriving college and community depends on an environment where everyone is treated fairly and equally. When people are treated equally they are more readily able to increase confidence, improve motivation, contribute fully and ultimately, fulfil their maximum potential.

Inclusion truly is at the heart of our core values and as a College we are united in our commitment to creating equality in education, through ensuring our programmes and services are equally available to all in terms of need, taking full account of diversity and individual personal and professional circumstances. As an employer, we are also fully committed to delivering equality of opportunity for all staff and in developing a skilled workforce which continues to reflect our community, the employer base we serve and to ensure we respond to the diverse educational, social and morale needs of our local population.

As a College and employer, we have a pro-active approach to equality and diversity and as such, welcome this opportunity to publish relevant equality and diversity information we collect to monitor our performance. The College will continue to analyse its services and performance against the specific equality and diversity characteristics and publicise the outcomes annually; as we believe this is essential if we are to continue to deliver high quality education and training that meets the need of our ever changing community.

Dawn Ward OBE  
Principal and CEO  
Burton and South Derbyshire College



**To request a copy of this information in an alternative format please contact:**  
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[www.bsdc.ac.uk](http://www.bsdc.ac.uk)

## Introduction

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force in September 2011 requiring all public sector employers, including colleges, to publish relevant information demonstrating their compliance with the Equality Duty.



Within this Duty, as a college, we are required to consider how our activities have a due regard for the need to:

- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it.
- **Eliminate unlawful discrimination, harassment and victimisation** or any other conduct prohibited under the Equality Act 2010.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The information contained within this report demonstrates how Burton and South Derbyshire College consciously thinks about the three aims of the Equality Duty as part of its process of decision-making in the various aspects of managing and operating the College. The information provided (where relevant) relates to employees, learners, employers and other service users affected by our policies and practices (where applicable).

## External Recognition

The College was visited by Ofsted in December 2011 as part of their continued cycle of learning and skills inspections. In relation to the College and its approach to equality and diversity, Ofsted said the following in their final report:



"The promotion of equality and diversity is good. They are promoted well and consistently across the College and supported well through training and awareness raising activities..."

"Since the appointment of the CEO and Principal in November 2008, the culture of the College has changed significantly. It is focused more appropriately on ensuring wider opportunities for learners from within the local community. It is more responsive to the needs of business in the area. A restructure of management and leadership roles has enabled a much sharper focus on learners' progress and increased accountability at Programme Area Manager level. Curriculum managers benefit from the support they receive from business support staff and senior managers, which enables them to improve their skills and performance."

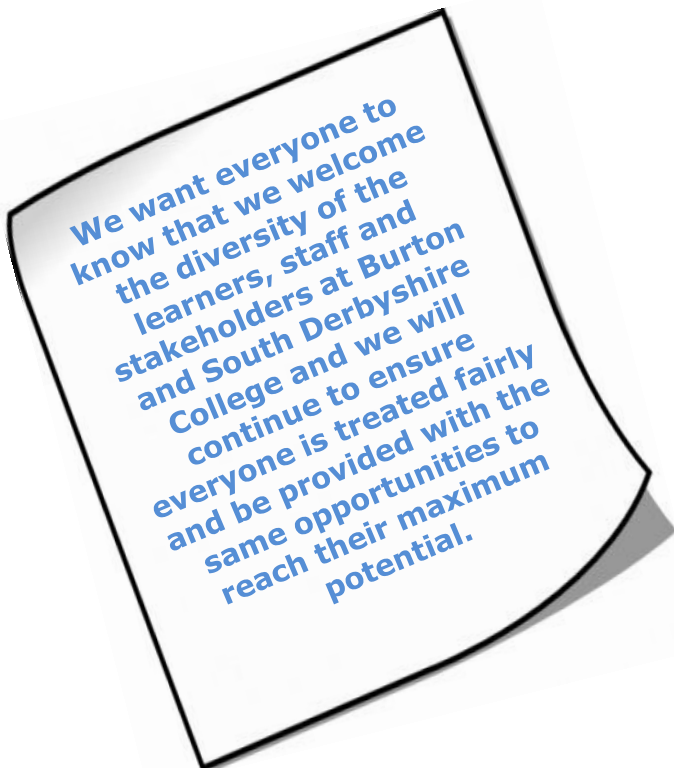
"Success rates for female learners are higher than those for males and have been so for three years, and the difference is greater than that nationally. Success rates of learners from minority ethnic backgrounds are not consistently and significantly different from those for learners from a White British background. Success rates by learners with learning difficulties and/or disabilities and by learners receiving additional learning support are higher than those for other learners."

**Ofsted Inspection of Learning and Skills**, Burton and South Derbyshire College, December 2011.

## **Equality & Diversity at Burton and South Derbyshire College**

The College is continuing its work in maintaining and raising the profile of equality and diversity throughout the organisation through the implementation of its equality objectives:

1. By providing a safe and pleasant environment, free from abuse, harassment and unfair discrimination for all learners, staff and members of the local community.
2. Raising the skills of staff to effectively promote and embed fairness, equality, respect and understanding.
3. Supporting learner success and continuing to reduce the achievement gap(s) of under-represented groups.
4. Raising awareness to learners to promote and embed fairness, equality, respect and understanding between diverse groups.
5. To monitor representation amongst all staff types, and take positive action to promote equality, fairness, respect and understanding.
6. Consulting with and involving representative staff, learners and outside organisations on important decision-making processes within the College.
7. Embedding the evaluation of equality impact evidence into policy development, business planning and quality assurance and improvement processes, and to monitor and evaluate the impact of the College work in relation to equality and diversity.
8. Ensuring that existing and potential suppliers for all College contracts meet the College's Equal Opportunities Policy procedure, standards and requirements.



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## **BSDC Equality and Diversity Activity in 2010-2011**

- Produced and published a new Single Equality Scheme in unison with a representative learner, staff and stakeholder group. The Scheme replaces our previous equality and diversity policies and statements.
- Learners from our Performing Arts area produced a DVD entitled: 'Stand Up' as part of an equality and diversity project. This DVD has been distributed to all stakeholders of the College and is utilised within tutorial lessons as part of the tutorial framework.
- One member of staff with an under-represented ethnic heritage has been provided with, and taken the opportunity to, shadow Ofsted inspections in other colleges.
- Three members of staff have received mentoring through the Black Leadership Network in 2010/11.
- Learners and staff from the Creative Industries Area of Learning organised and delivered an equality and diversity themed event. The 'Fusion Event' explored, raised awareness and promoted different cultures in a practical and positive environment.
- Gained national recognition for our project work in equality and diversity, particularly Gender Equality in Leadership in the Learning and Skills Sector.
- The College has supported members of the Black Leadership Network by providing secondments, two working on projects for a year in 2010, and another in a managerial position for a year in 2011.
- Learner tutorial programme redesigned to focus on relevant and localised equality, diversity and inclusion agendas and include activities raising awareness of domestic violence (All Our Daughters) and anti-racism (Silent Anger & Act Now).
- The Women's Leadership Network has a strong membership in the College. Events are hosted in the College and the Principal is the West Midlands Chair and sits on the National Steering Group.



## Local Demographics and BSDC

Burton and South Derbyshire College is situated at the heart of its community and plays an important role in the life of the local area, making a significant contribution to the East Staffordshire and South Derbyshire economies.

The College's catchment area is a mix of urban and rural areas. Four wards local to the College are classed as having high levels of deprivation and the College's strategic direction has ensured continued engagement and widening participation for learners in these areas. The top third of College learners come from ten wards, nine of which are in East Staffordshire with the remaining one being South Derbyshire. Approximately 88% of learners are from a White background, and learners from Pakistani (5%), and Mixed (3%) backgrounds form the largest of the under-represented ethnic groups. The proportion of female learners is 55%.



**East Staffordshire Wards**



**East Staffordshire Wards**

Within the College catchment area the proportion of young people who gain five or more GCSE A\*-C grades, including English and Mathematics, is 53.99%; which is less than the average of 54.75% for our Local Authority catchment schools, and slightly above the national average of 53.5%.

The population of East Staffordshire and South Derbyshire is predominately White British, accounting for 92% of the total population. Of the 8% under-represented ethnic population, 3.6% are of Pakistani decent.

The under-represented ethnic population within Burton Upon Trent is considerably younger than the predominant White British population, with a higher percentage of residents in all age groups under 30. 59.3% of under-represented residents are under 30, compared to just 38.4% of all residents.

	<b>BSDC Population</b>	<b>East Staffordshire</b>	<b>South Derbyshire</b>	<b>West Midlands</b>	<b>England</b>
<b>White</b>	<b>93%</b>	92%	97%	87%	91%
<b>Asian or Asian British</b>	<b>4%</b>	5%	1.5%	8.5%	5%
<b>Black or Black British</b>	<b>1%</b>	2%	0.5%	2.5%	2%
<b>Chinese</b>	<b>0.5%</b>	0.25%	0.5%	0.5%	0.5%
<b>Mixed</b>	<b>0.5%</b>	0.5%	0.5%	1%	1%
<b>Other Ethnic Groups</b>	<b>1%</b>	0.25%	0%	0.5%	0.5%

**BSDC Staff population compared to local, regional and national demographics (March 2011 Data Source)**

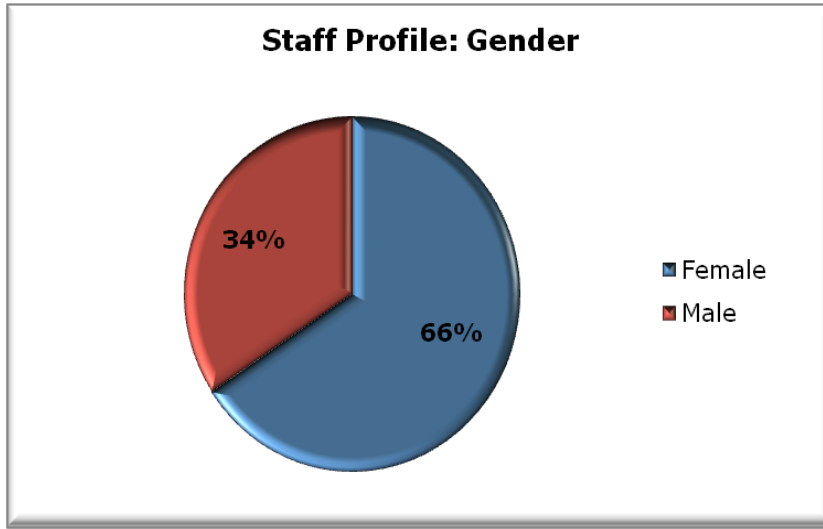
	<b>BSDC Population</b>	<b>East Staffordshire</b>	<b>South Derbyshire</b>	<b>West Midlands</b>	<b>England</b>
<b>White</b>	<b>88%</b>	92%	97%	87%	91%
<b>Asian or Asian British</b>	<b>7%</b>	5%	1.5%	8.5%	5%
<b>Black or Black British</b>	<b>1.5%</b>	2%	0.5%	2.5%	2%
<b>Chinese</b>	<b>0.25%</b>	0.25%	0.5%	0.5%	0.5%
<b>Mixed</b>	<b>3%</b>	0.5%	0.5%	1%	1%
<b>Other Ethnic Groups</b>	<b>0.25%</b>	0.25%	0%	0.5%	0.5%

**BSDC Learner population compared to local, regional and national demographics (March 2011 Data Source)**

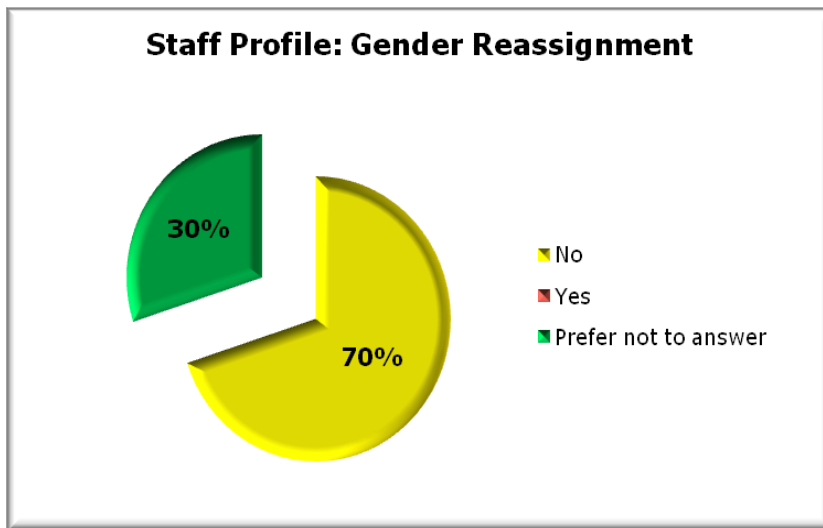
## **BSDC Staff Profile in 2010-2011**

The following information shows the College's staffing profile in 2010-2011 by gender, gender reassignment, age, ethnicity, disability, sexual orientation and religion / belief.

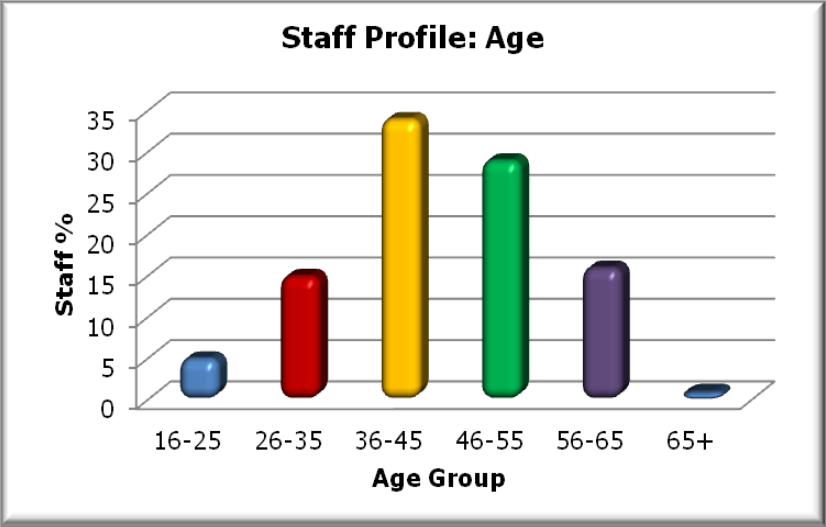
**Total number of staff in 2010-2011 = 407.7 Full-Time Equivalent (FTE)**



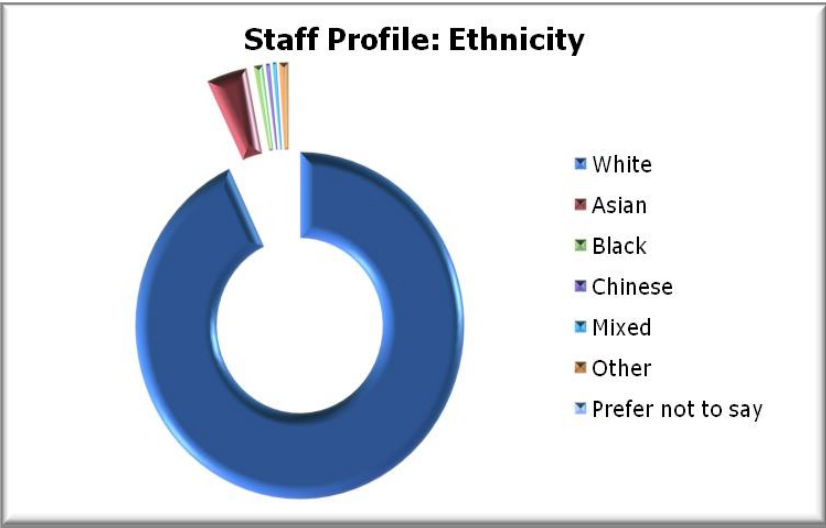
Gender	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
Female	43%	87.5%	69%	57.5%	83%	55%
Male	57%	12.5%	31%	42.5%	17%	45%



Gender Reassignment	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
No	59%	62.5%	53%	79%	78%	86%
Yes	0%	0%	0%	0%	0%	0%
Prefer not to say	41%	37.5%	47%	21%	22%	14%

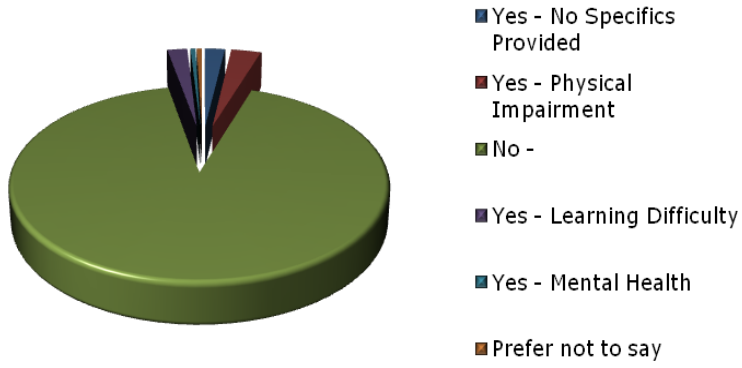


Age Group	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
16-25	2%	5%	6%	15%	4%	0%
26-35	22%	14%	14%	20%	10%	10%
36-45	29%	36%	38%	24%	31%	45%
46-55	32%	23%	24%	26%	30%	36%
56-65	15%	18%	17%	14%	24%	9%
65+	0%	4%	1%	1%	1%	0%



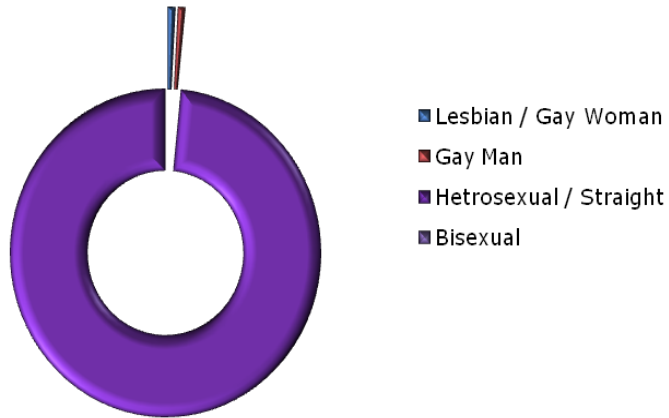
Ethnicity	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
White	92%	98%	88%	94%	96%	91%
Asian	6%	2%	9%	4%	4%	0%
Black	1.5%	0%	0.5%	1%	0%	4.5%
Chinese	0%	0%	0%	1%	0%	0%
Mixed	0.5%	0%	2%	0%	0%	0%
Other	0%	0%	0.5%	0%	0%	4.5%
Prefer not to say	0%	0%	0%	0%	0%	0%

### Staff Profile: Disability

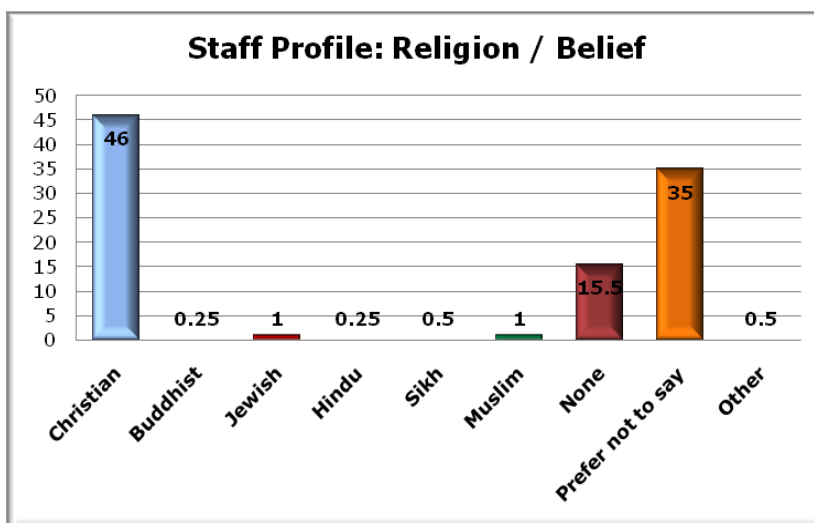


Disability	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
Yes – No Specifics Provided	3%	1.5%	2%	4%	3%	0%
Yes – Physical Impairment	3%	3.5%	2%	3%	0%	4.5%
No	88%	95%	94%	89%	94%	91%
Yes – Learning Difficulty	5%	0%	2%	4%	1%	0%
Yes – Mental Health	1%	0%	0%	0%	2%	0%
Prefer Not to Say	0%	0%	0%	0%	0%	4.5%

### Staff Profile: Sexual Orientation



Sexual Orientation	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
Lesbian / Gay Woman	1%	0%	1%	0%	0%	0%
Gay Man	1.5%	0%	0%	1%	0%	0%
Heterosexual / Straight	52%	55%	50%	71%	72%	77%
Bisexual	0%	0%	0%	1%	0%	0%
Prefer Not to Say	45.5%	45%	49%	27%	28%	23%



Religion / Belief	Full-Time Academic Staff	Part-Time Academic Staff	Hourly Paid Academic Staff	Full-Time Support Staff	Part-Time Support Staff	Management
Christian	36%	39%	36%	47.5%	61%	59%
Buddhist	1%	0%	1%	0%	0%	0%
Jewish	0%	0%	1%	0%	0%	5%
Hindu	1%	0%	1%	0%	0%	0%
Sikh	3%	0%	1%	0.5%	0%	0%
Muslim	1%	0%	1%	2%	2%	0%
None	14%	13%	11%	24%	12%	18%
Prefer Not to Say	43%	48%	48%	25%	24%	18%
Other	1%	0%	0%	1%	1%	0%

The following table provides information regarding BSDC mandatory training requirements for all staff as of 31<sup>st</sup> July 2011.

**\* It should be noted that completion of the L2 Equality and Diversity training / qualification is an aspirational goal for staff rather than a mandatory element – L1 Equality and Diversity is a mandatory element.**

	L1 Equality & Diversity	L2 Equality & Diversity*	Safeguarding	Data Protection	Literacy	Numeracy
All College Staff	81.5%	6%	91%	86%	63%	54%
Academic Staff	76%	7%	88%	83%	55%	47%
Support Staff	88%	3%	93%	91%	73%	65%
Management Staff	95%	18%	95%	95%	63%	54%

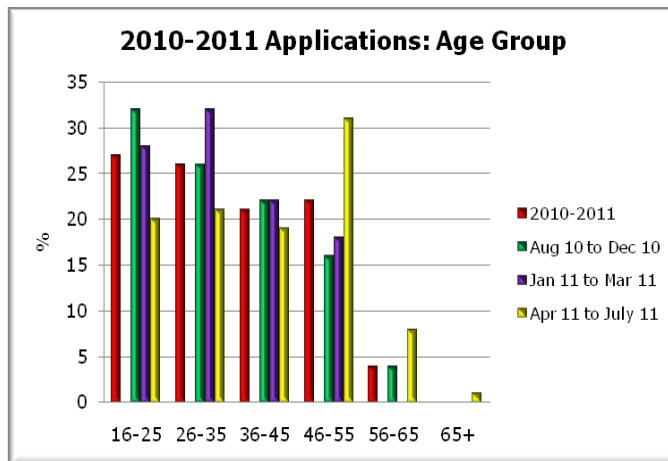
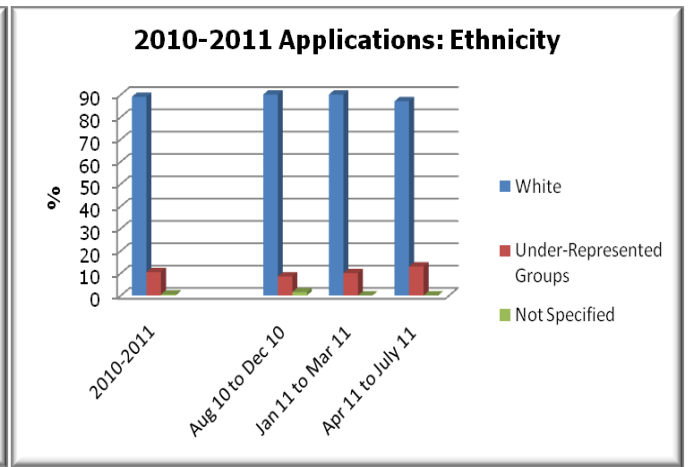
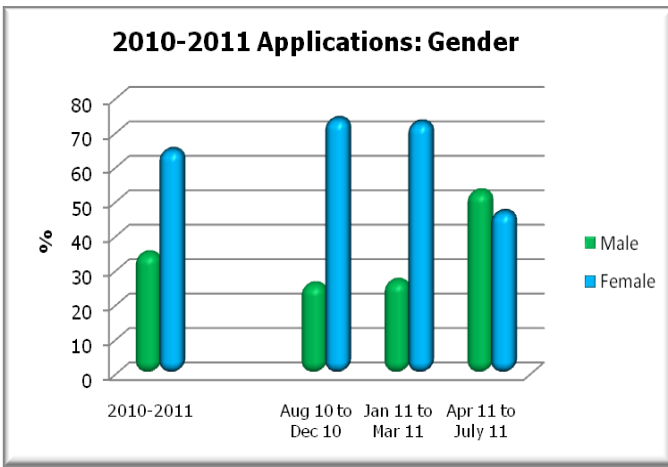


# **BSDC Employment Opportunities 2010-2011**

The following information shows the analysis of applications received by the College in response to advertisements during the 2010-2011 academic year and profiles gender, ethnicity and age.

	Number of Posts Advertised	Number of Enquiries Received	Number of Applications Received	Average Applications Per Post	Appointments
<b>August 2010 to December 2010</b>	56	1525	876	16	60*
<b>January 2011 to March 2011</b>	12	200	96	8	12
<b>April 2011 to July 2011</b>	20	264	127	6	20
<b>TOTAL 2010-2011</b>	<b>88</b>	<b>1989</b>	<b>1099</b>	<b>12</b>	<b>92</b>

\* Advertised posts can include multiple appointments



Equality and Diversity analysis based on volume of applications received.

**[Join the Team @ BSDC](#)**

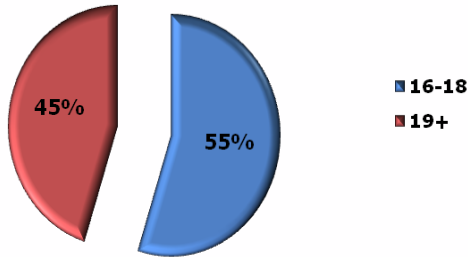
# BSDC Learner Profile and Achievements in 2010-2011

The following information shows the College's learner profile in 2010-2011 by gender, ethnicity, disability and age and identifies the achievements and successes of all.

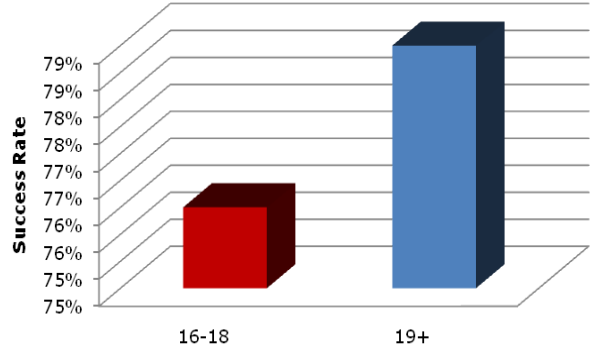
## **Learner Responsive Provision (Further Education)**

All College enrolments in 2010-2011 = 6053 with a success rate of 78%.

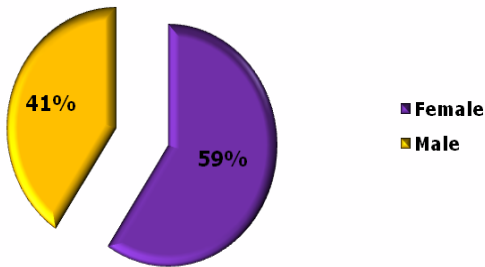
**LR Learner Enrolments: Age Group**



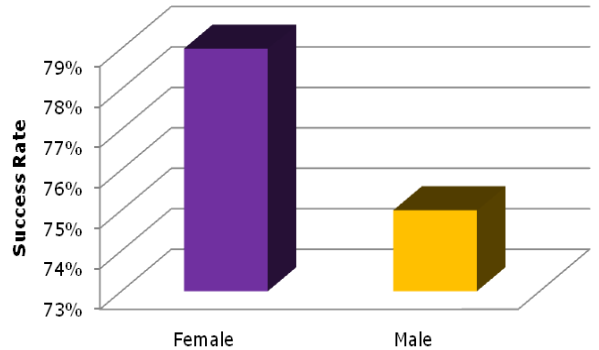
**LR Learner Success: Age Group**



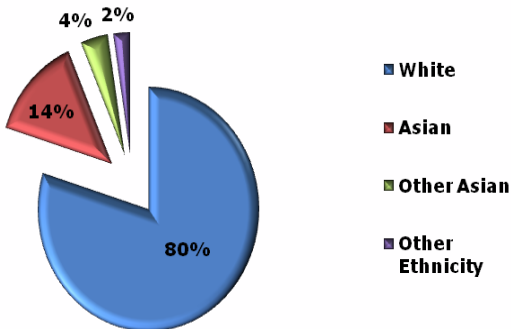
**LR Learner Enrolments: Gender**



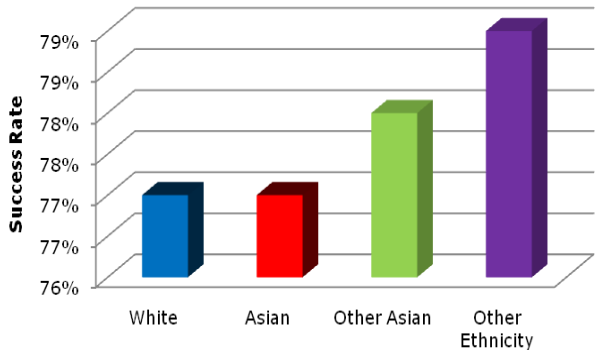
**LR Learner Success: Gender**



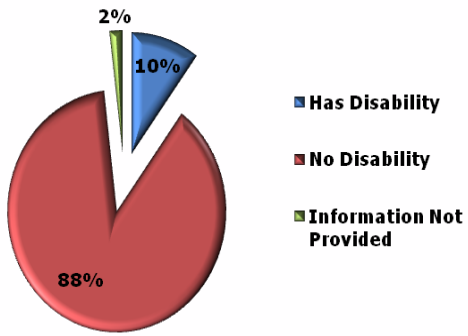
**LR Learner Enrolments: Ethnicity (Headline)**



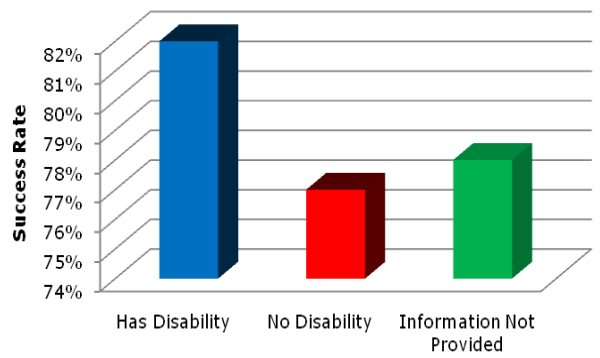
**LR Learner Success: Ethnicity (Headline)**



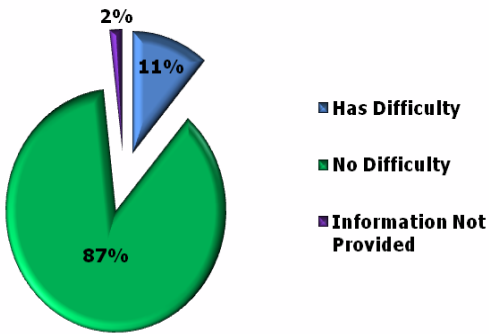
**LR Learner Enrolments: Disability**



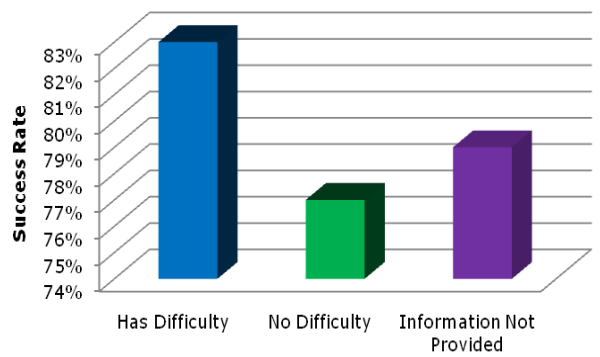
**LR Learner Success: Disability**



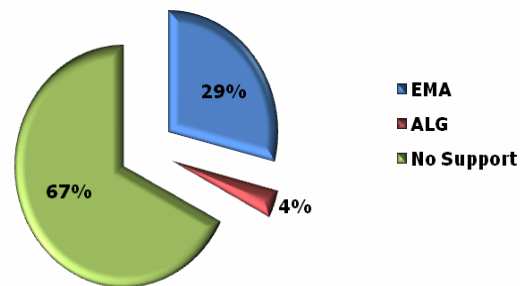
**LR Learner Enrolments: Learning Difficulty**



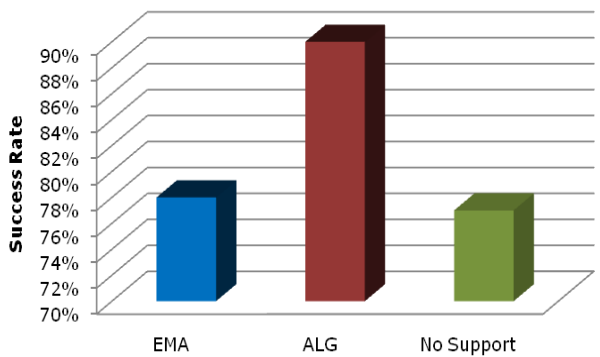
**LR Learner Success: Learning Difficulty**



**LR Learner Enrolments: Financial Support**



**LR Learner Success: Financial Support**



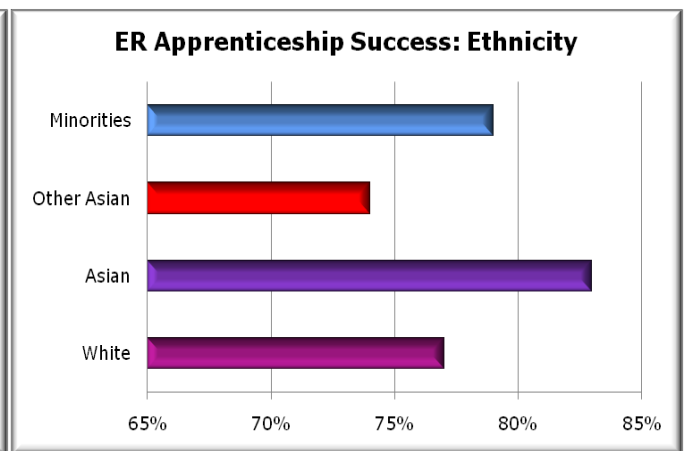
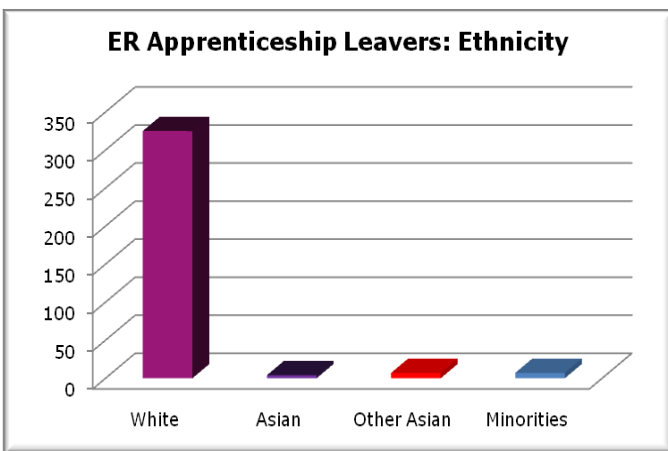
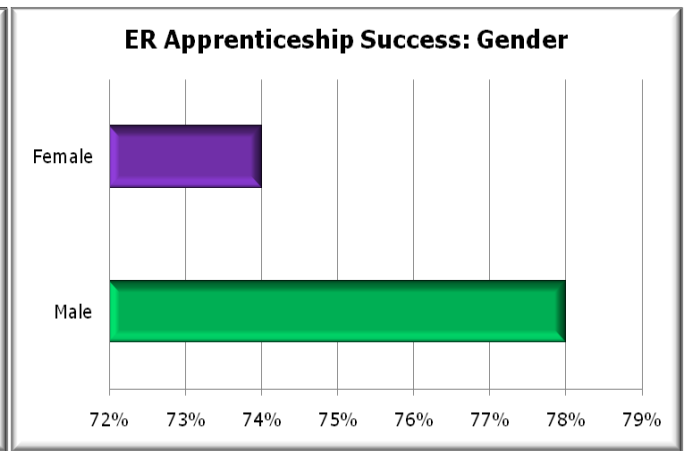
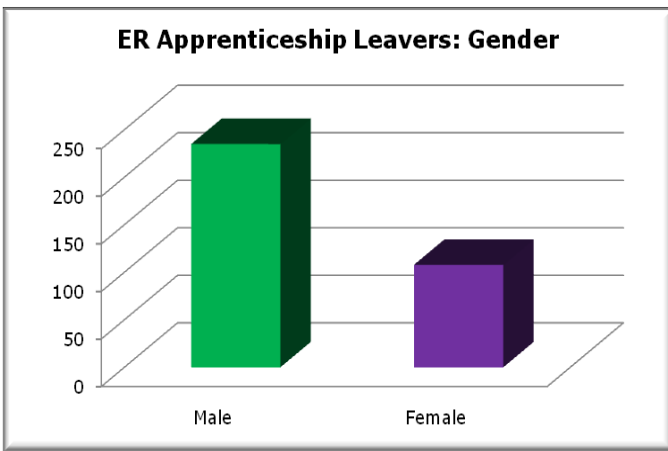
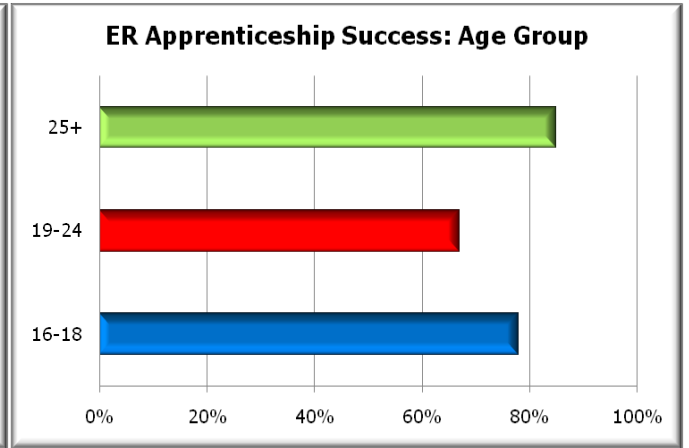
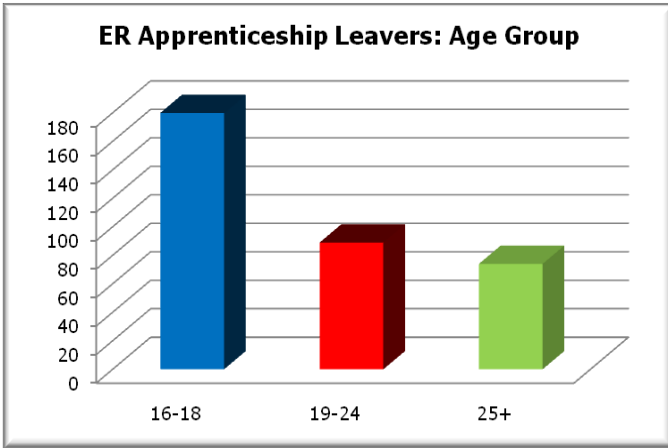
**[Full Time or Part Time Study @ BSDC](#)**



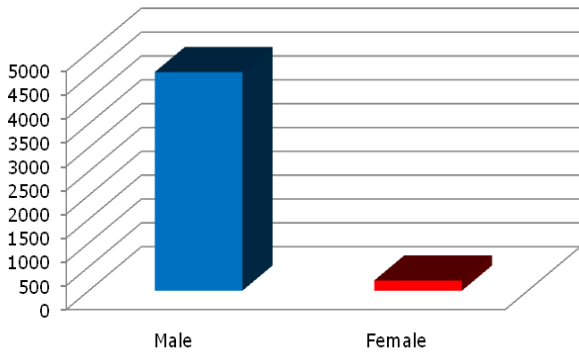
# Employer Responsive Provision (Apprenticeships & Train to Gain)

All College Apprenticeship leavers in in 2010-2011 = 343 with a success rate of 77%.

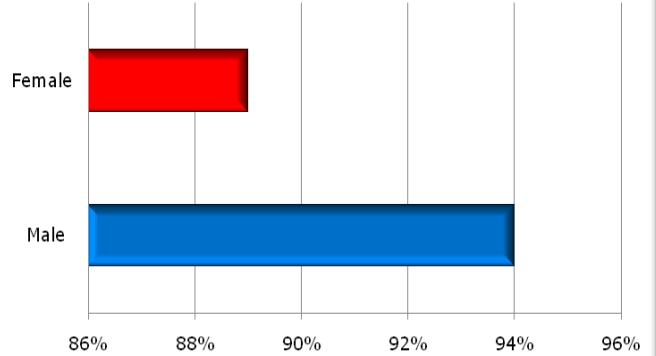
All College Train to Gain leavers in 2010-2011 = 4794 with a success rate of 94%.



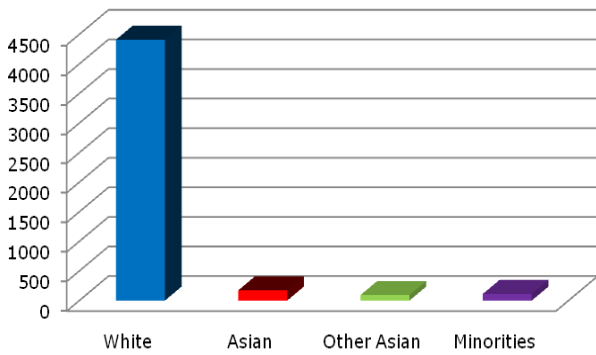
**ER Train to Gain Leavers: Gender**



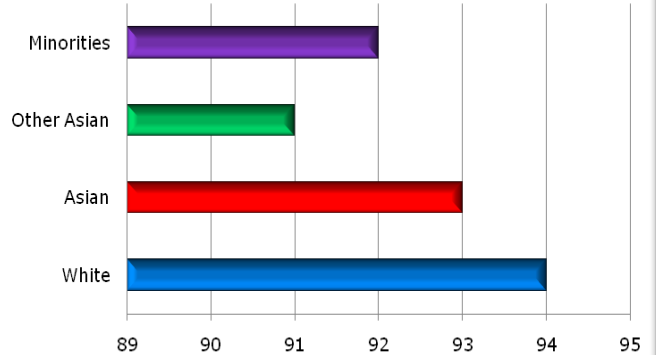
**ER Train to Gain Success: Gender**



**ER Train to Gain Leavers: Ethnicity**



**ER Train to Gain Success: Ethnicity**



**Employer Training @ BSDC**



# Equality and Diversity Objectives and Implementation Plan

NO.	AREA FOR DEVELOPMENT	OUTCOME TARGETS	ACTION	BY WHOM	BY WHEN
1)	To provide a safe and pleasant environment, free from abuse, harassment and discrimination for all students, staff, and members of the local community	98% of students feel safe (currently 96%) The College is free from any abuse, harassment and discrimination	That the College continues to tackle and address all abuse, harassment and discrimination that might arise and apply the appropriate policy and procedure to students, staff, governors and members of the local community To make all students, staff, governors and contractors aware of their responsibilities. Staff development and student induction on their rights and responsibilities	Head of HR VP: Learner Voice, Services & Reputation  Head of Learner Services  VP: Curriculum & Quality	July 2012
			To receive reports and actions taken to address concerns or volumes of complaints, or allegations or Safeguarding, concerns raised To receive reports and actions via student SPOCs	Head of Quality Imp.  Head of Learner Services	Every E&D Meeting
2)	To raise the skills of staff to promote fairness, equality, respect and understanding	96% of staff trained in E&D or working towards 96% of staff trained in safeguarding or working towards 96% of staff trained in the E&D Policy and Single Equality Scheme	Staff training and development for all staff and governors	Head of HR  VP: Curriculum & Quality	February 2012
3)	To support student success, and to continually reduce the achievement gap(s) of under-represented groups	To narrow the gap between Male and Female students To narrow the gap between white and under-represented learners. To narrow the gap between those that have a support need and those that don't	Specific targets to be put in when data has been reconciled for 2010/11	VP: Curriculum & Quality  Heads of Learning  Programme Area Managers	July 2012
4)	To raise awareness to students to promote fairness, equality, respect and understanding between diverse groups	That 98% of students are aware of how to report any instances of harassment and bullying by 2012 (currently 89%) 96% continue to be aware of what to do if a fellow student is suffering by 2012 (currently 92%)	Continue to promote fairness, equality, respect and understanding between diverse groups via the Stand Up play at inductions (Sept 11) Advise students on impact of behaviours and stereotypes through tutorials and guest speakers Produce E&D Booklet for staff and students	Head of Quality Imp. VP: Learner Voice, Services & Reputation  Head of Learner Services  VP: Curriculum & Quality	July 2012

NO.	AREA FOR DEVELOPMENT	OUTCOME TARGETS	ACTION	Completed By	BY WHEN
5)	Monitor representation amongst all staff types and take action to promote equality, fairness, respect and understanding	To ensure that the staff population reflects that of the student population by 2014	To provide appropriate secondment / placement opportunities To ensure that the recruitment and selection panel and process continues to represent that of the student population	Head of HR VP: Curriculum & Quality	June 2012
6)	Consult and involve representational staff, students and outside organisations	That the local community and outside agencies support the College, via visits and audits, to ensure that it is accessible by all	To invite outside agencies and community groups into the College and ask for feedback, recommendations, changes or adaptations as appropriate	VP: Curriculum & Quality	March 2012
7)	Embed the evaluation of equality impact evidence into policy development, business planning and quality assurance processes and to monitor and evaluate the impact of this scheme	That all the College frameworks, policies and plans address and evaluate equality impact measures / assessments	That all policies, plans and frameworks have a Equality Impact Assessment	Head of HR	July 2012
8)	For all contracts - ensure that potential suppliers are compliant with the College's Equal Opportunities Policy and Procedure, standards and requirements	That all contractors are compliant with the College's Equal Opportunities Policy, and legislation	To audit, review and monitor contractors' compliance with College Policies and Procedures To report on any variations on these, that the Equality & Diversity Committee need to be aware of, and action	Head of Partnerships & Planning  VP: Finance  VP: Curriculum & Quality	To be reviewed in Sept 2012, and to be introduced with every new contract

**To request a copy of this information in an alternative format please contact:**

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