

Equality Data 2021

The following tables show the data that we have used to develop our Equality Objectives 2021-24. We will publish a report on our progress towards these objectives annually by 31 January, and will include in this report updated data for the current year. Our first full report will be published on our website by 31 January 2022.

Student Data

The following tables show achievement data for the three academic years up to and including 2019-20 for different groups of students, referring to gender, ethnicity, declared disabilities, learning difficulties and age. There are 2 sets of data for students - one for students aged 16-18 and those aged 19+ in accordance with government funding rules.

Nb.

'leavers' – refers to the number of students completing courses in that academic year

'Prov Group' – refers to 'provider group' data, ie the average across all FE colleges

'National' – refers to national averages for all types of provider

Provider group and national data may not be available for all data sets and will appear as '-' where no public data is available.

Students Aged 16-18

Gender

		Overall				
		Provider Full Year			Prov Grp	National
		2017/18	2018/19	2019/20	2018/19	2018/19
Female	Leavers	2,256	2,116	2,244	459,620	709,030
	Achievement %	89.9 %	89.9 %	89.6 %	84.0 %	83.3 %
Male	Leavers	2,289	2,237	2,165	563,770	797,570
	Achievement %	90.3 %	89.3 %	86.3 %	83.0 %	82.0 %
Total	Leavers	4,545	4,353	4,409		
	Achievement %	90.1 %	89.6 %	88.0 %		

Ethnicity

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

African	Leavers	27	38	53	42,830	64,080
	Achievement %	85.2 %	89.5 %	84.9 %	85.4 %	84.7 %
Arab	Leavers	9	3	15	9,510	12,790
	Achievement %	88.9 %	100.0 %	73.3 %	83.3 %	83.0 %
Bangladeshi	Leavers	25	23	17	15,010	26,080
	Achievement %	80.0 %	95.7 %	76.5 %	84.9 %	84.9 %
Caribbean	Leavers	9	14	1	18,300	26,070
	Achievement %	88.9 %	92.9 %	0.0 %	79.1 %	79.0 %
Chinese	Leavers	3	2	3	2,330	4,220
	Achievement %	100.0 %	100.0 %	100.0 %	89.3 %	89.5 %
Gypsy/Irish Traveller	Leavers	0	0	15	1,850	2,400
	Achievement %			60.0 %	70.6 %	68.3 %
Indian	Leavers	26	19	15	20,360	32,720
	Achievement %	76.9 %	100.0 %	93.3 %	87.0 %	87.0 %
Irish	Leavers	8	9	5	2,590	4,000
	Achievement %	100.0 %	100.0 %	100.0 %	79.2 %	79.3 %
Not Provided	Leavers	17	38	39	12,120	22,530
	Achievement %	100.0 %	100.0 %	76.9 %	82.3 %	79.8 %
Other	Leavers	10	9	6	20,420	26,470
	Achievement %	80.0 %	66.7 %	100.0 %	83.7 %	82.7 %
Other Asian	Leavers	24	33	19	19,490	27,610
	Achievement %	83.3 %	93.9 %	89.5 %	85.4 %	85.1 %
Other Black	Leavers	21	22	9	10,620	15,440
	Achievement %	95.2 %	95.5 %	66.7 %	81.9 %	81.6 %
Other Mixed	Leavers	36	38	57	12,600	18,770
	Achievement %	94.4 %	94.7 %	98.2 %	81.1 %	80.0 %
Other White	Leavers	158	198	176	58,850	79,180
	Achievement %	89.9 %	90.4 %	89.8 %	84.3 %	83.6 %
Pakistani	Leavers	29	30	16	45,170	71,790
	Achievement %	100.0 %	90.0 %	81.3 %	84.5 %	84.4 %
White British	Leavers	4,031	3,771	3,843	697,550	1,022,490
	Achievement %	90.2 %	89.5 %	88.3 %	83.4 %	82.5 %
White/Asian	Leavers	36	53	64	9,220	14,620
	Achievement %	88.9 %	84.9 %	90.6 %	82.2 %	81.7 %
White/Black African	Leavers	18	19	16	6,870	10,250
	Achievement %	100.0 %	78.9 %	100.0 %	80.5 %	79.8 %
White/Black Caribbean	Leavers	58	34	40	17,730	25,110
	Achievement %	87.9 %	79.4 %	67.5 %	78.2 %	76.8 %
Total	Leavers	4,545	4,353	4,409		
	Achievement %	90.1 %	89.6 %	88.0 %		

Disability

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Asperger's	Leavers	119	105	130	-	-
	Achievement %	90.8 %	82.9 %	87.7 %	-	-
Hearing	Leavers	66	54	47	-	-
	Achievement %	89.4 %	81.5 %	80.9 %	-	-
Medical	Leavers	306	197	194	-	-
	Achievement %	90.8 %	91.9 %	85.1 %	-	-
Mental health	Leavers	428	427	368	-	-
	Achievement %	88.6 %	81.7 %	91.0 %	-	-
Mobility	Leavers	5	17	33	-	-
	Achievement %	100.0 %	100.0 %	100.0 %	-	-
Multiple	Leavers	84	100	111	-	-
	Achievement %	97.6 %	87.0 %	81.1 %	-	-
n/a	Leavers	100	105	147	-	-
	Achievement %	92.0 %	90.5 %	78.2 %	-	-
No disability	Leavers	3,233	3,133	3,118	-	-
	Achievement %	89.7 %	91.1 %	88.6 %	-	-
Not known/not provided	Leavers	51	54	76	-	-
	Achievement %	94.1 %	81.5 %	97.4 %	-	-
Other	Leavers	63	65	84	-	-
	Achievement %	96.8 %	89.2 %	77.4 %	-	-
Physical	Leavers	28	36	40	-	-
	Achievement %	85.7 %	83.3 %	85.0 %	-	-
Profound/Complex	Leavers	11	14	5	-	-
	Achievement %	100.0 %	92.9 %	100.0 %	-	-
Temporary	Leavers	16	12	6	-	-
	Achievement %	93.8 %	100.0 %	83.3 %	-	-
Visual	Leavers	35	34	50	-	-
	Achievement %	100.0 %	91.2 %	90.0 %	-	-
Total	Leavers	4,545	4,353	4,409		
	Achievement %	90.1 %	89.6 %	88.0 %		

Has difficulty/disability/health problem	Leavers	1,858	1,772	1,879	290,320	420,740
	Achievement %	90.3 %	87.1 %	86.1 %	82.0 %	81.0 %
No difficulty/disability/health problem	Leavers	2,648	2,559	2,475	708,100	1,036,320
	Achievement %	90.0 %	91.4 %	89.3 %	84.1 %	83.3 %
No information provided by the learner	Leavers	39	22	55	24,970	49,550
	Achievement %	92.3 %	81.8 %	96.4 %	81.5 %	82.2 %
Total	Leavers	4,545	4,353	4,409		
	Achievement %	90.1 %	89.6 %	88.0 %		

Learning Difficulty

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Autism	Leavers	203	236	269	-	-
	Achievement %	90.6 %	87.7 %	87.7 %	-	-
Dyscalculia	Leavers	8	32	23	-	-
	Achievement %	100.0 %	87.5 %	82.6 %	-	-
Dyslexia	Leavers	500	476	531	-	-
	Achievement %	89.4 %	89.5 %	84.7 %	-	-
Moderate	Leavers	91	127	153	-	-
	Achievement %	90.1 %	81.9 %	88.9 %	-	-
Multiple	Leavers	37	80	74	-	-
	Achievement %	91.9 %	82.5 %	85.1 %	-	-
n/a	Leavers	100	105	147	-	-
	Achievement %	92.0 %	90.5 %	78.2 %	-	-
None	Leavers	3,428	3,122	3,001	-	-
	Achievement %	90.1 %	90.3 %	89.2 %	-	-
Not Known/Not Provided	Leavers	51	54	76	-	-
	Achievement %	94.1 %	81.5 %	97.4 %	-	-
Other	Leavers	74	72	76	-	-
	Achievement %	87.8 %	93.1 %	89.5 %	-	-
Other Spec	Leavers	28	27	45	-	-
	Achievement %	82.1 %	88.9 %	75.6 %	-	-
Severe	Leavers	25	22	14	-	-
	Achievement %	100.0 %	95.5 %	64.3 %	-	-
Total	Leavers	4,545	4,353	4,409		
	Achievement %	90.1 %	89.6 %	88.0 %		

Looked-After Young People and Care Leavers

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Looked After/Care Leaver	Leavers	3	18	56	-	-
	Achievement %	100.00 %	94.4 %	69.9 %	-	-

Young Adult Carers

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Young Adult Carer	Leavers	3	13	56	-	-
	Achievement %	100.00 %	100 %	71.4 %	-	-

Financial Disadvantage

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Free School Meals Eligible	Leavers	27	126	303	-	-
	Achievement %	92.6 %	96.8 %	88.8 %	-	-

Students Aged 19+

Gender

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Female	Leavers	2,318	2,062	1,927	613,710	945,650
	Achievement %	83.1 %	89.5 %	84.2 %	89.5 %	88.6 %
Male	Leavers	1,439	1,719	1,199	434,630	675,640
	Achievement %	90.1 %	91.4 %	84.7 %	90.4 %	89.9 %
Total	Leavers	3,757	3,781	3,126		
	Achievement %	85.8 %	90.3 %	84.4 %		

Ethnicity

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

African	Leavers	112	121	89	89,870	132,420
	Achievement %	75.0 %	81.0 %	78.7 %	87.5 %	86.7 %
Arab	Leavers	40	27	29	26,080	40,140
	Achievement %	52.5 %	85.2 %	65.5 %	89.9 %	89.5 %
Bangladeshi	Leavers	43	35	29	29,030	48,090
	Achievement %	79.1 %	85.7 %	69.0 %	91.6 %	90.1 %
Caribbean	Leavers	25	32	22	22,300	35,930
	Achievement %	68.0 %	93.8 %	81.8 %	87.7 %	87.9 %
Chinese	Leavers	40	43	30	5,810	9,350
	Achievement %	85.0 %	95.3 %	73.3 %	90.4 %	89.8 %
Indian	Leavers	29	41	16	24,900	39,940
	Achievement %	75.9 %	87.8 %	81.3 %	90.3 %	90.0 %
Irish	Leavers	21	25	23	3,750	6,410
	Achievement %	95.2 %	100.0 %	87.0 %	90.8 %	90.3 %
Not Provided	Leavers	43	78	56	16,540	29,230
	Achievement %	76.7 %	84.6 %	89.3 %	90.9 %	86.7 %
Other	Leavers	70	37	33	41,000	57,200
	Achievement %	80.0 %	94.6 %	72.7 %	89.2 %	88.5 %
Other Asian	Leavers	118	136	98	41,990	60,420
	Achievement %	79.7 %	78.7 %	78.6 %	88.2 %	87.8 %
Other Black	Leavers	16	11	5	13,420	21,040
	Achievement %	75.0 %	100.0 %	100.0 %	87.7 %	87.6 %
Other Mixed	Leavers	56	56	37	11,970	18,090
	Achievement %	75.0 %	96.4 %	89.2 %	88.5 %	87.5 %
Other White	Leavers	688	628	522	116,410	176,770
	Achievement %	80.7 %	88.4 %	82.6 %	90.1 %	89.2 %
Pakistani	Leavers	88	66	50	43,990	72,850
	Achievement %	67.0 %	81.8 %	76.0 %	89.1 %	88.6 %
White British	Leavers	2,299	2,388	2,049	533,370	830,900
	Achievement %	90.6 %	92.3 %	86.4 %	90.6 %	89.8 %
White/Asian	Leavers	17	23	20	8,190	11,960
	Achievement %	88.2 %	87.0 %	90.0 %	87.9 %	87.4 %
White/Black African	Leavers	16	13	8	7,150	11,050
	Achievement %	75.0 %	53.8 %	75.0 %	87.5 %	87.2 %
White/Black Caribbean	Leavers	36	21	10	11,730	18,270
	Achievement %	83.3 %	90.5 %	50.0 %	87.1 %	87.2 %
Total	Leavers	3,757	3,781	3,126		
	Achievement %	85.8 %	90.3 %	84.4 %		

Disability

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Asperger's	Leavers	28	22	32	-	-
	Achievement %	92.9 %	81.8 %	78.1 %	-	-
Hearing	Leavers	31	45	42	-	-
	Achievement %	90.3 %	80.0 %	97.6 %	-	-
Medical	Leavers	125	89	72	-	-
	Achievement %	85.6 %	88.8 %	81.9 %	-	-
Mental health	Leavers	102	106	94	-	-
	Achievement %	73.5 %	87.7 %	77.7 %	-	-
Mobility	Leavers	20	14	17	-	-
	Achievement %	85.0 %	92.9 %	94.1 %	-	-
Multiple	Leavers	33	44	42	-	-
	Achievement %	84.8 %	84.1 %	81.0 %	-	-
n/a	Leavers	22	21	23	-	-
	Achievement %	86.4 %	85.7 %	95.7 %	-	-
No disability	Leavers	3,201	3,237	2,645	-	-
	Achievement %	86.0 %	90.7 %	84.1 %	-	-
Not known/not provided	Leavers	112	109	86	-	-
	Achievement %	85.7 %	89.0 %	89.5 %	-	-
Other	Leavers	29	39	28	-	-
	Achievement %	89.7 %	94.9 %	92.9 %	-	-
Physical	Leavers	24	20	18	-	-
	Achievement %	83.3 %	85.0 %	83.3 %	-	-
Profound/Complex	Leavers	4	8	10	-	-
	Achievement %	75.0 %	100.0 %	100.0 %	-	-
Temporary	Leavers	6	3	3	-	-
	Achievement %	100.0 %	100.0 %	100.0 %	-	-
Visual	Leavers	20	24	14	-	-
	Achievement %	95.0 %	95.8 %	92.9 %	-	-
Total	Leavers	3,757	3,781	3,126		
	Achievement %	85.8 %	90.3 %	84.4 %		

Has difficulty/disability/health problem	Leavers	674	706	642	210,850	351,260
	Achievement %	85.8 %	88.5 %	84.7 %	88.5 %	87.8 %
No difficulty/disability/health problem	Leavers	2,972	2,974	2,403	809,980	1,231,370
	Achievement %	85.8 %	90.8 %	84.1 %	90.3 %	89.6 %
No information provided by the learner	Leavers	111	101	81	27,500	38,660
	Achievement %	85.6 %	90.1 %	90.1 %	88.6 %	87.5 %
Total	Leavers	3,757	3,781	3,126		
	Achievement %	85.8 %	90.3 %	84.4 %		

Learning Difficulty

Overall				
Provider Full Year			Prov Grp	National
2017/18	2018/19	2019/20	2018/19	2018/19

Autism	Leavers	51	83	88	-	-
	Achievement %	84.3 %	85.5 %	86.4 %	-	-
Dyscalculia	Leavers	10	6	16	-	-
	Achievement %	90.0 %	83.3 %	81.3 %	-	-
Dyslexia	Leavers	156	205	178	-	-
	Achievement %	84.0 %	84.4 %	82.0 %	-	-
Moderate	Leavers	35	29	33	-	-
	Achievement %	97.1 %	96.6 %	90.9 %	-	-
Multiple	Leavers	11	12	11	-	-
	Achievement %	100.0 %	66.7 %	90.9 %	-	-
n/a	Leavers	22	21	23	-	-
	Achievement %	86.4 %	85.7 %	95.7 %	-	-
None	Leavers	3,317	3,267	2,642	-	-
	Achievement %	85.7 %	91.0 %	84.0 %	-	-
Not Known/Not Provided	Leavers	112	109	86	-	-
	Achievement %	85.7 %	89.0 %	89.5 %	-	-
Other	Leavers	23	23	16	-	-
	Achievement %	82.6 %	87.0 %	93.8 %	-	-
Other Spec	Leavers	9	10	13	-	-
	Achievement %	100.0 %	80.0 %	84.6 %	-	-
Severe	Leavers	11	16	20	-	-
	Achievement %	90.9 %	100.0 %	100.0 %	-	-
Total	Leavers	3,757	3,781	3,126		
	Achievement %	85.8 %	90.3 %	84.4 %		

Staff Data

Protected Characteristics

These tables show the PCs declared by staff in the academic year 2020-21.

	Sex Identity	%
Female	462	69.5%
Male	203	30.5%
	665	100%

	Gender Reassignment	%
Yes	2	0.3%
No	241	36.2%
Prefer not to say	7	1.1%
Blank	415	62.4%
	665	100%

	Sexual Orientation	%
Heterosexual / Straight	480	72.2%
Bisexual	4	0.6%
Gay	4	0.6%
Lesbian	2	0.3%
Not specified	23	3.5%
Other	2	0.3%
Prefer not to say	23	3.5%
Unsure	0	0.0%
Blank	117	17.6%
	655	98%

	Disability	%
Yes	40	6.0%
None	503	75.6%
Not known	33	5.0%
Blank	89	13.4%
	665	100%

	Ethnic Origin	%
Any other ethnic group	1	0.2%
Arab	2	0.3%
Asian: Chienese	5	0.8%
Asian: Indian	3	0.5%
Asian: Pakistani	1	0.2%

Black: Other	1	0.2%
Black: African	8	1.2%
Black: British	1	0.2%
Mixed: Other	3	0.5%
Mixed: White and Asian	2	0.3%
Mixed: White and Black African	2	0.3%
Other	2	0.3%
Prefer not to say	24	3.6%
White: British	502	75.5%
White: Irish	4	0.6%
White: Other	36	5.4%
Blank	68	10.2%
	665	100.0%

	Marital Status	%
Married	301	45.3%
Civil partnership	1	0.2%
Divorced	34	5.1%
Cohabiting	36	5.4%
Partner	33	5.0%
Prefer not to say	18	2.7%
Separated	11	1.7%
Single	146	22.0%
Widowed	8	1.2%
Blank	77	11.6%
	665	100%

	Religion	%
Agnostic	44	6.6%
Atheism	91	13.7%
Buddism	1	0.2%
Christianity	260	39.1%
Hinduism	2	0.3%
Islam	1	0.2%
Judiasm	2	0.3%
Prefer not to say	52	7.8%
Unknown	63	9.5%
Other	34	5.1%
Blank	115	17.3%
	665	100%

	Age	%
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17-19	2	0.3%
20-29	89	13.4%
30-39	140	21.1%
40-49	140	21.1%
50-59	198	29.8%
60-69	85	12.8%
70-79	10	1.5%
80-89	1	0.2%
	665	100%

The above tables show that there are clear gaps in data held relating to staff and their personal information, either by oversight because they simply haven't completed personal data sections on the staff database, or as a deliberate step to protect their personal data they have chosen not to disclose. Both scenarios are problematic in relation to improving equalities and it is essential that we can reduce these gaps and maintain accurate data in order to analyse other staff data such as progression within the organisation, staff satisfaction and engagement in training and development. Until such time as we can do this, other analysis of data relating to staff is invalid, and as a result, in the meantime our objectives must be to reduce the gaps in data.