

Equality Statistics

2021 - 2022



Equality and Diversity Statistics – 2021 – 2022

Date: February 2022

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Our Commitment

Equality and Diversity is placed at the heart of what we do and we work actively towards eliminating discrimination, harassment and bullying because of race, ethnic origin, disability, religion or belief, gender, sexual orientation, age or any other grounds.

Background

The report details staff and learner statistics for the College by equality measures, and should be read in conjunction with the College's accompanying Equality and Diversity documentation.

Staff Statistics

1. Headcount

The following points should be noted when reviewing the statistics below:

- This is the established profile at 31 July 2021.
- Reporting on staff profiles for 2020-21 covers the following characteristics: gender, age, ethnicity and disability. Data is collected on our staff profile as part of the recruitment and selection process and regular checking/ updating of the data held has been built into systems and processes.
- A significant number of the academic management team also undertake teaching as part of their core hours.

Headcount	Total no. Staff 31/01/2022
Management	47
Teaching	304
Support Staff	282
Total	633

2. Ethnicity

The collection and recording of this data during 2020/21 has been improved.

The number of “Unknowns / Prefer Not to Say” has reduced by 3.2% percentage points from 6.2% to 3%.

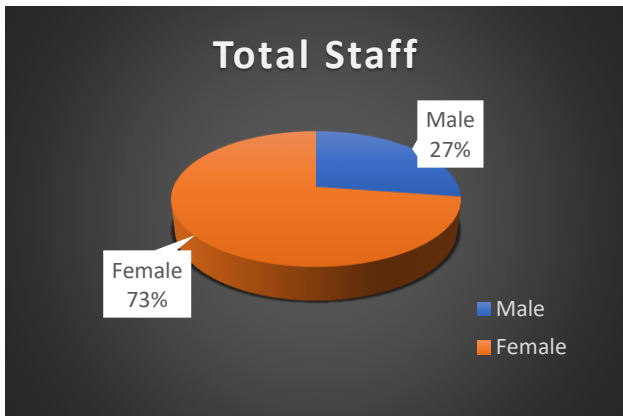
The chart below shows the profile by ethnicity in 2020/21 and 2019/20

Ethnicity	2020/21		2019/20	
	%	Total Headcount	%	Total Headcount
White	84.4%	534	83.8%	543
Asian	10.3%	65	8.0%	52
Black	0.2%	1	0.0%	0
Mixed	1.6%	10	1.1%	7
Other	0.6%	4	0.9%	6
Not Known	3.0%	19	6.2%	40
Total	100%	633	100%	648

3. Gender

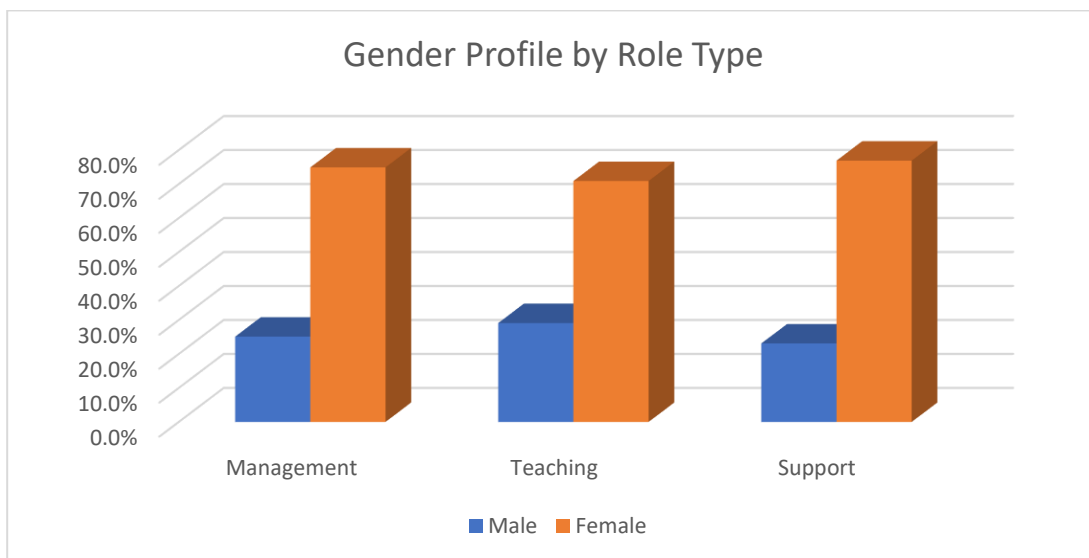
The total head count is 633 with males making up 27% of the total staffing population and 73% being female.

The split across male and female remains unchanged from the previous academic year (2019/20).



Gender	Total Staff	Percentage
Male	173	27%
Female	460	73%
Totals	633	100%

The table and chart below show the profile by gender across role types. In all areas, females have a higher representation than men.



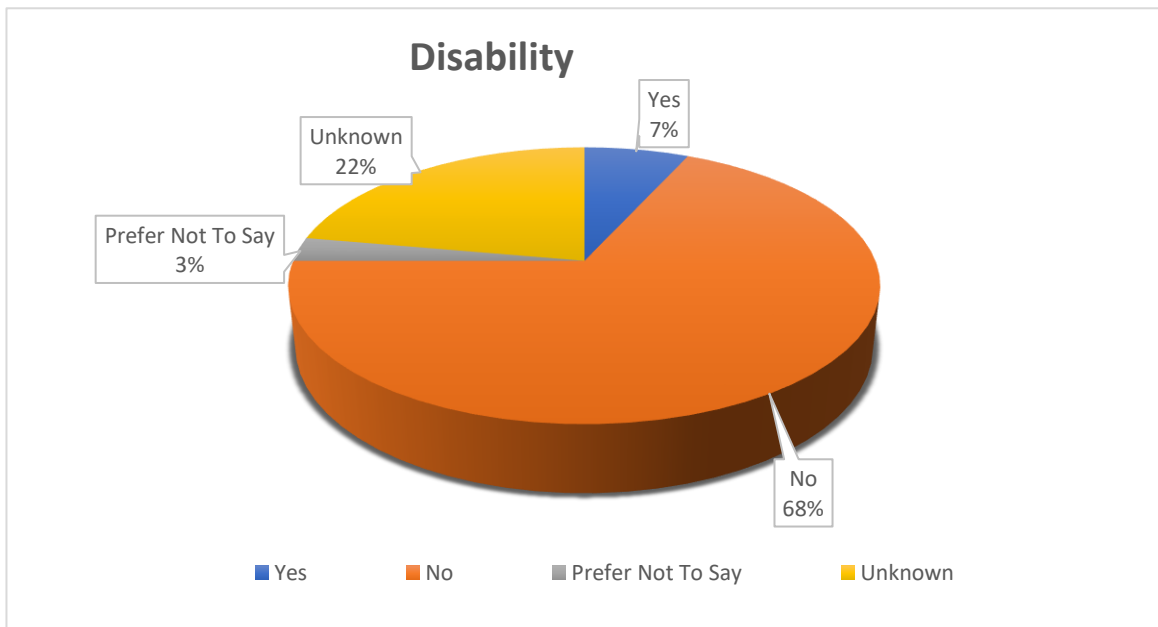
	Male	Female	Male	Female
Management	12	35	25.1%	74.9%
Teaching	86	218	29.1%	70.9%
Support	75	207	23.1%	76.9%
Total	173	460	27.0%	73.0%

4. Disability

Information from staff regarding any disability is on a self-declaration basis. Work with staff over the last academic year has seen a reduction in the number of staff of whom we don't have a Disability status recorded for. This has reduced from 55.4% in 2019/20 to 22.2% in 2020/21.

The fact that a member of staff has declared themselves as disabled does not necessarily mean that they are, for example, a disabled badge holder, and similarly if a member of staff does not declare themselves as disabled but has a condition that would be recognised as a disability under the Equality Act, the protections afforded by the Act would still apply.

- 6.8% of all staff declared themselves as disabled; this has increased from 3.8% reported in 2019/20
- 2.8% of all staff declared 'Prefer not to say' when asked whether they consider themselves to have a disability.
- For 22.2% of staff it is 'Unknown' whether they consider themselves to have a disability.

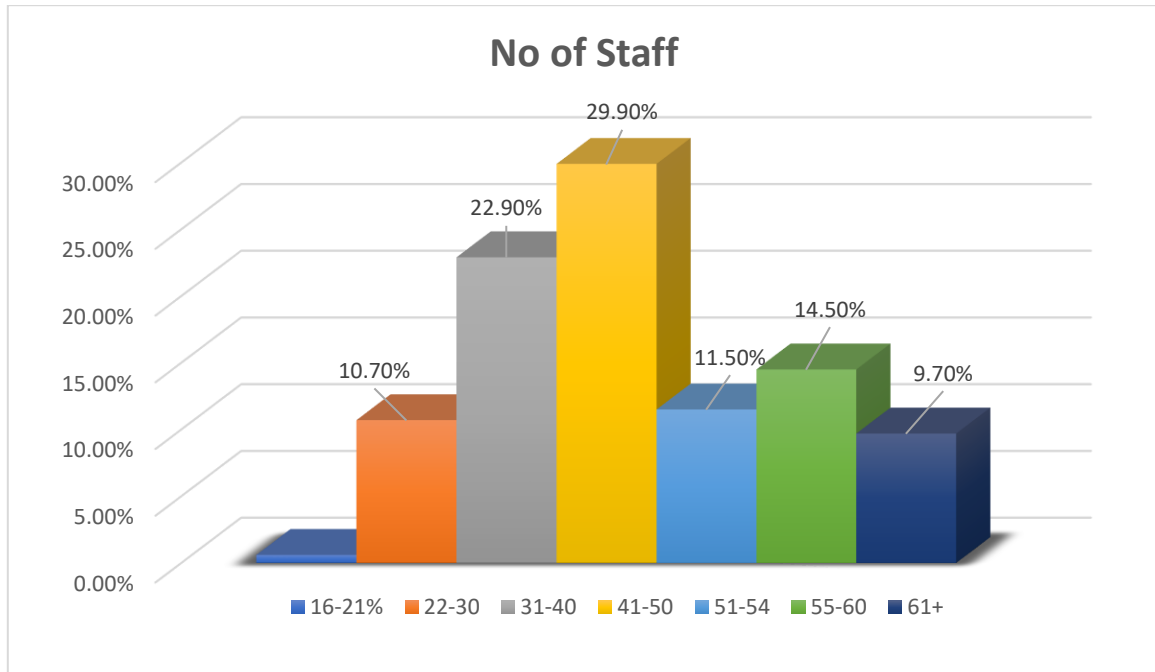


Disability	Staff (%)
Yes	6.8
No	68.2
Prefer Not to Say	2.8
Unknown	22.2

5. Age

The age profile of the College is detailed in the pie chart below. The highest proportion of staff are aged between 41 and 50, with the lowest proportion aged 16-21.

The age profile of staff is largely in-line with the reported profiles in 2019-20, with no significant differences or changes.



Age Category	No of Staff	Percentage
16-21	4	0.60%
22-30	76	10.70%
34-40	145	22.90%
41-50	186	29.90%
51-54	75	11.50%
55-60	92	14.70%
61+	55	9.70%
Total	63	100%

Learner Statistics

The statistics below reflect the whole learner cohort for 2020 - 21. This includes enrolments for courses across both Nelson and Colne College, Accrington and Rossendale College and Lancashire Adult Learning.

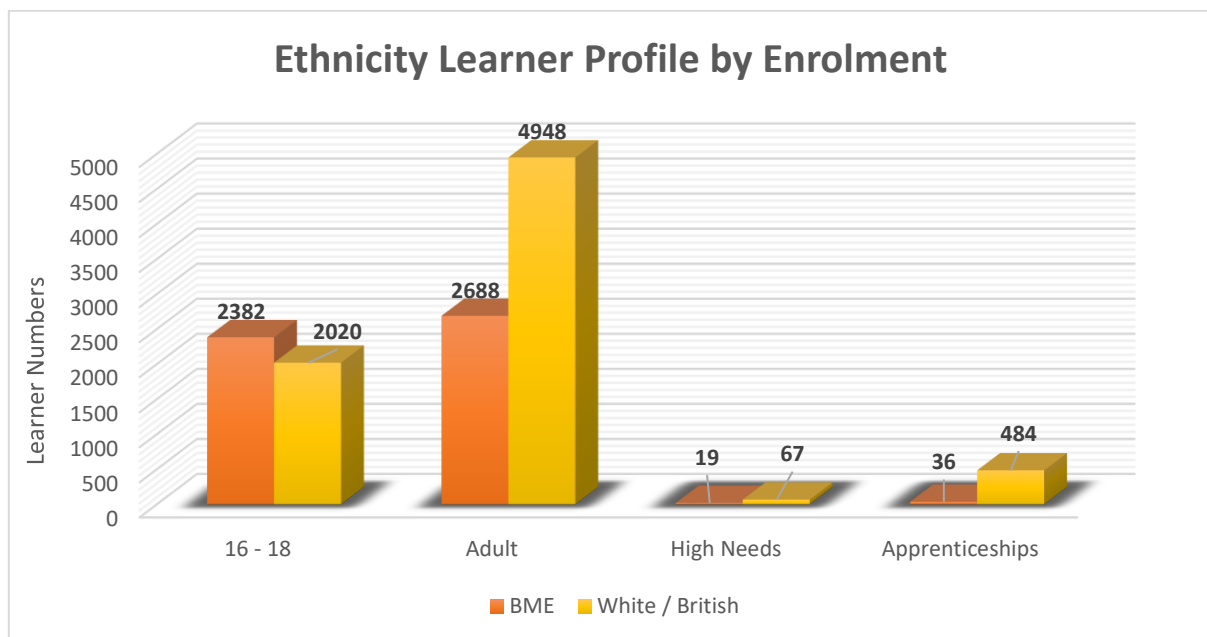
1. Headcount

Below is a summary of whole College enrolments for the academic year 2020 - 2021.

2020-21 Learner Numbers by Site	
Nelson and Colne College Group	13533
Accrington and Rossendale College	1088
Lancashire Adult Learning	10292
Nelson and Colne College	1355
Of Which High Needs Learners at Nelson and Colne College Group	88

2. Ethnicity

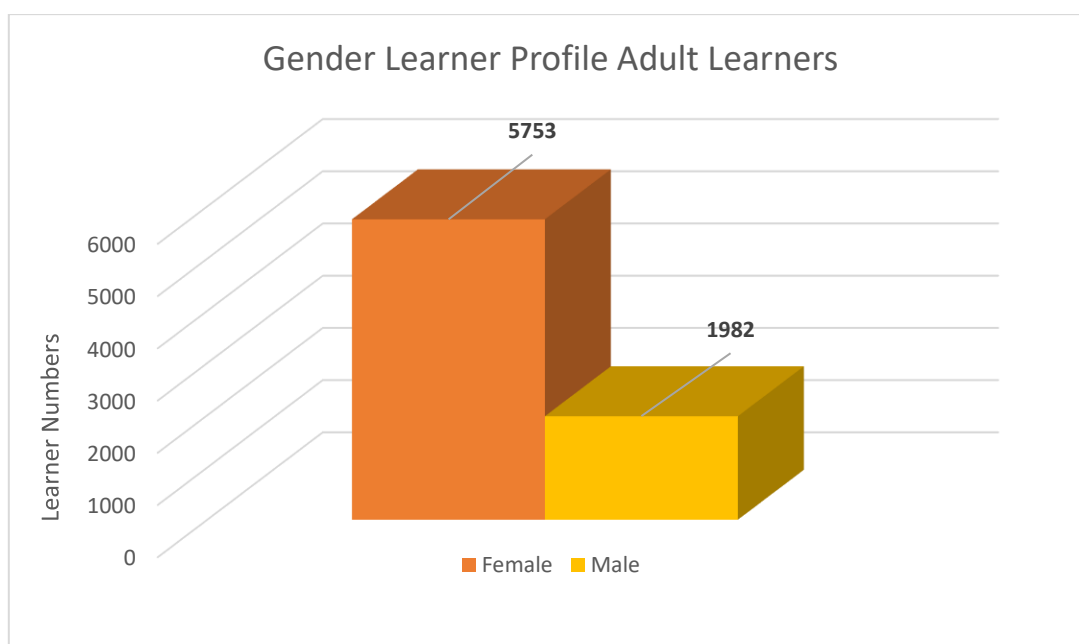
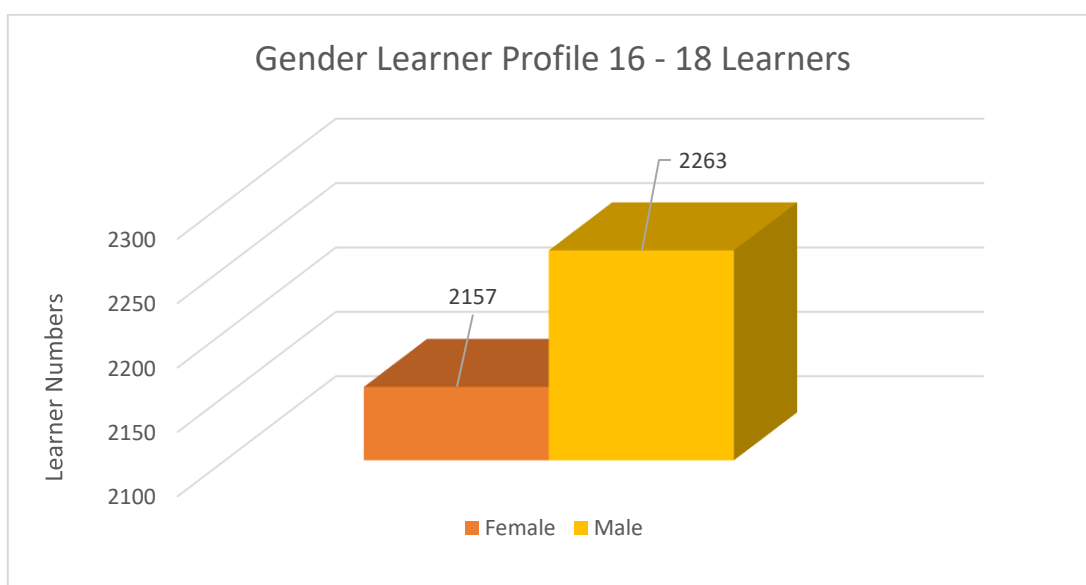
- At the Nelson campus, the percentage of young BME learners has risen from 52.4% in 2019-20 to 61.2% in 2020-21. This represents a rise of 8.8%
- At the Accrington campus, the percentage of young BME learners on full-time programmes has risen from 18% in 2019-20 to 25.8% in 2020-21. This represents a rise of 7.8%



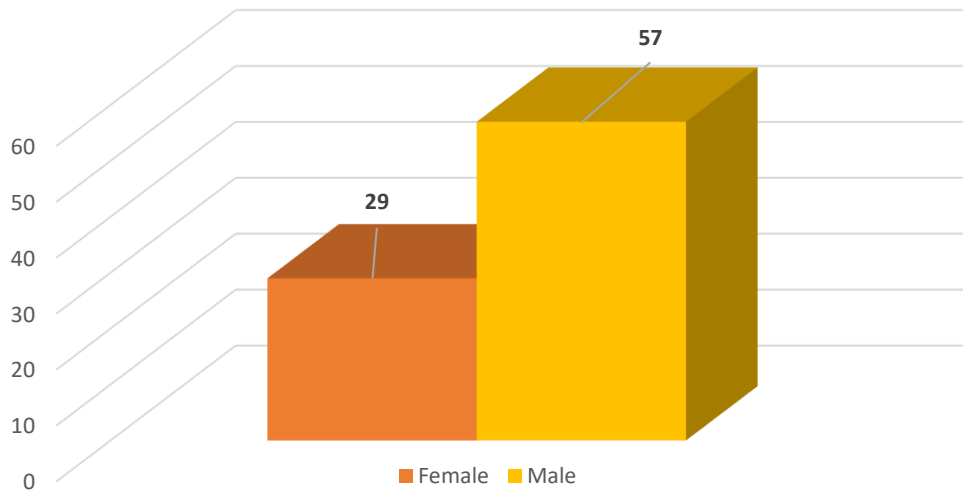
Percentage of Young People by EDI by Site

		% Nelson Site	% Accrington Site	% Sub-contractor
Gender	Female	50.6	40.7	1.8
	Male	49.4	59.3	2.8
Ethnicity	White/ British	38.5	73.7	4.3
	BME	61.2	25.8	0.5
SEND inc. High Needs		27.2	54.3	0.5
Disadvantaged		66.4	74.4	2.9

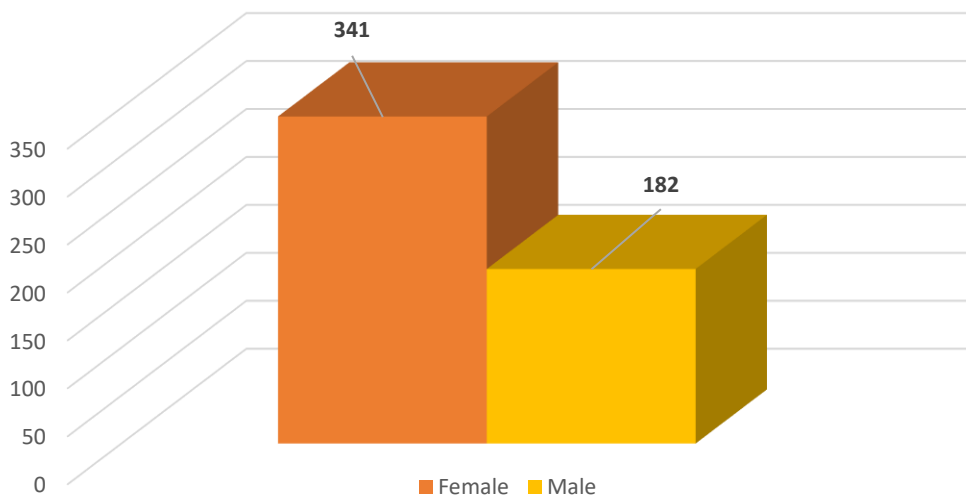
3. Gender



Gender Learner Profile High Needs Learners



Gender Learner Profile Apprentices Learners

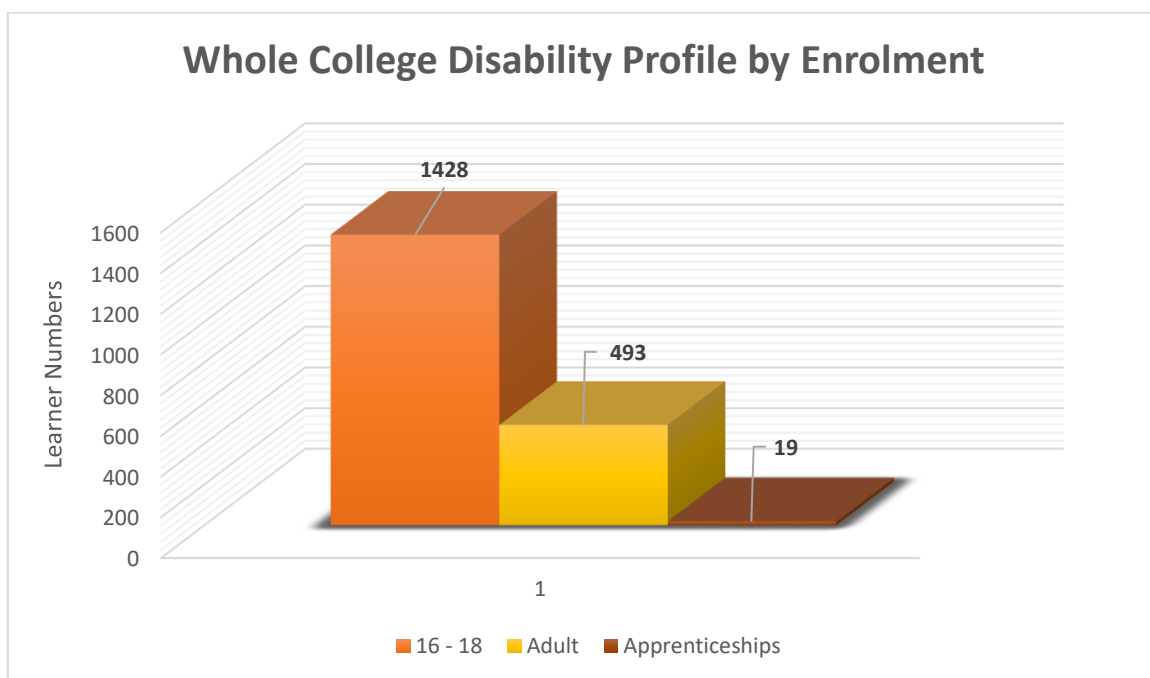


4. Disability

The graph below highlights the learner population across the whole of the College who identify as having a disability.

The high proportion of 16-18-year olds represent those learners who are identified as needing support and are in receipt of support.

There are almost double the number of 16-18-year olds in receipt of support at the Accrington site compared to those on the Nelson site.



6. Sexual Orientation and Religion or Belief

Data for 2021 is not requested from learners on sexual orientation or religion or belief.

In 2021 – 2022, the College, in line with the sector, has requested information from learners on sexual orientation.

7. Disadvantaged

The table below demonstrates the numbers of enrolled learners attending the College who are classed as disadvantaged. Learners in scope as disadvantaged includes those flagged through post code or were previously in receipt of Pupil Premium at school.

At the Nelson site, the learner profile of young people who are disadvantaged has risen from 51% in 2019-20 to 66.4% in 2020-21 which is an increase of 15.4%.

At the Accrington and Rossendale site, the learner profile of young people who are disadvantaged has risen from 65.2% in 2019-20 to 74.4% in 2020-21. This represents a rise of 9.2%.

The high proportion of adult learners classed as disadvantaged represent the number of adult learners on learning programmes with Lancashire Adult Learning.

