Equality Statistics

2021 - 2022

Equality and Diversity Statistics – 2021 – 2022

Date: February 2023

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Contents:

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 2022.

- Reporting on staff profiles for 2021-22 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	39
Teaching/Assessing	285
Support Staff	274
Total	**598**

2. Ethnicity

The collection and recording of this data during 2021/22 has been further improved, with the proportion of staff not reporting their ethnicity reducing from 3.0% (2020/21) to 1.3%.

The chart below shows the profile by ethnicity in 2021/22 and 2020/21.

Ethnicity	2021/22		2020/21	
	%	Total Headcount	%	Total Headcount
White	84.2%	503	84.4%	534
Asian	11.7%	70	10.3%	65
Black	0.5%	3	0.2%	1
Mixed	1.6%	10	1.6%	10
Other	0.7%	4	0.6%	4
Prefer not to say	1.3%	8	3.0%	19
Total	100%	598	100%	633

3. Gender

The total head count is 598 with males making up 29% of the total staffing population and 71% being female.

The split across male and female remains similar to the previous academic year (27% male; 73% female 2020/21).
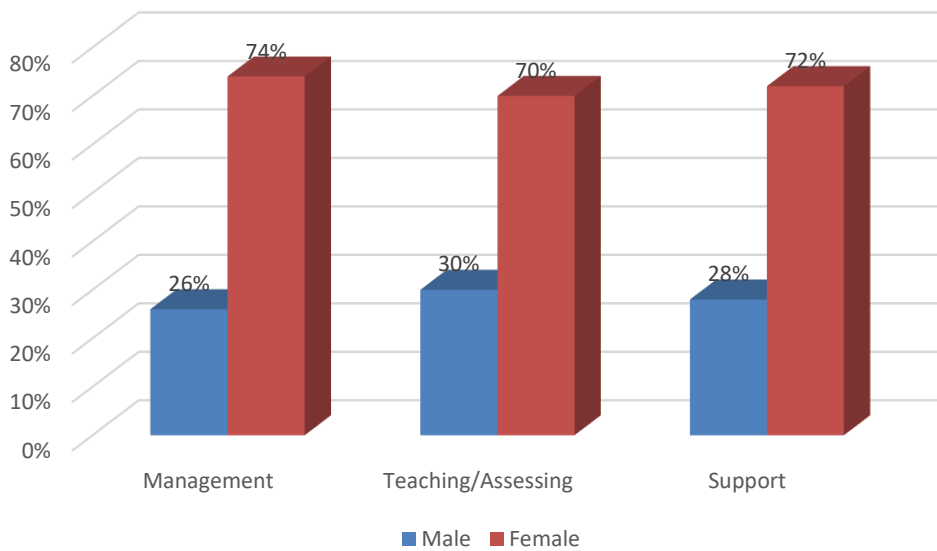

Total staff - gender split
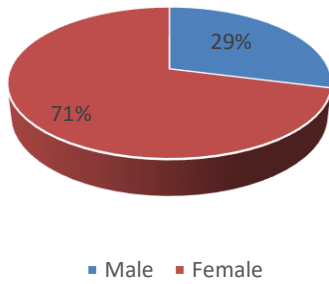
Gender	Total Staff	Percentage
Male	173	29%
Female	425	71%
Totals	**598**	**100%**

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

Gender Profile by Role Type

|	Male (Headcount)	Female (Headcount)	Male (%)	Female (%)
Management	10	29	26%	74%
Teaching/Assessing	86	199	30%	70%
Support	77	197	28%	72%
Total	**173**	**425**	**29%**	**71%**

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 further reduction in the number of staff of whom we don't have a Disability status recorded for. This has reduced from 22.2% in 2020/21 to 11.5% in 2021/22.

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.

- 6.4% of all staff declared themselves as disabled;
- 1.9% of all staff declared 'Prefer not to say' when asked whether they consider themselves to have a Disability;
- For 11.5% of staff it is 'Unknown' whether they consider themselves to have a disability.
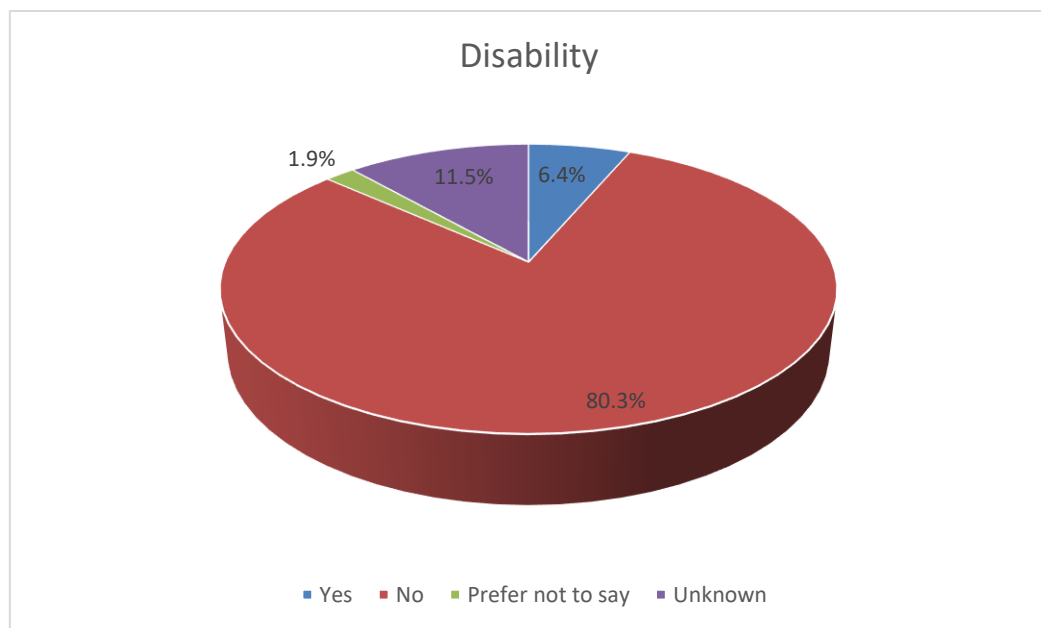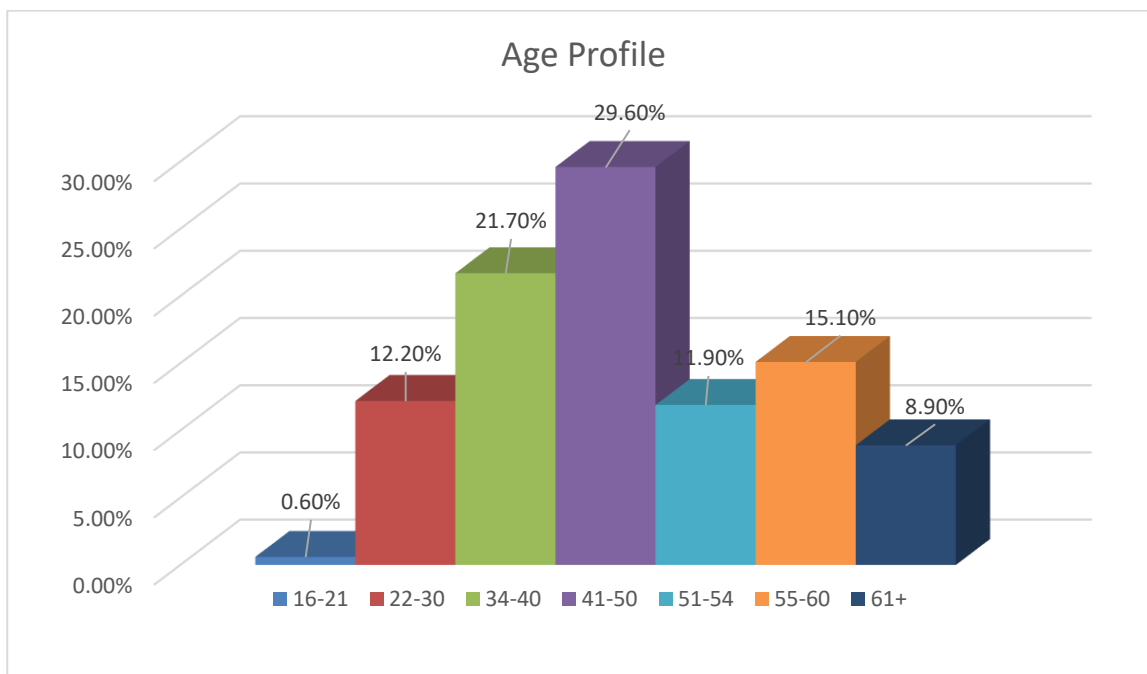

Disability	Staff (%)
Yes	6.4
No	80.3
Prefer Not to Say	1.9
Unknown	11.5

5. Age

The age profile of the College is detailed in the 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 profile in 2020/21, with no significant differences or changes.

Age Category	No of Staff	Percentage
16-21	4	0.6%
22-30	73	12.2%
34-40	130	21.7%
41-50	177	29.6%
51-54	71	11.9%
55-60	90	15.1%
61+	53	8.9%
Total	**598**	**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.
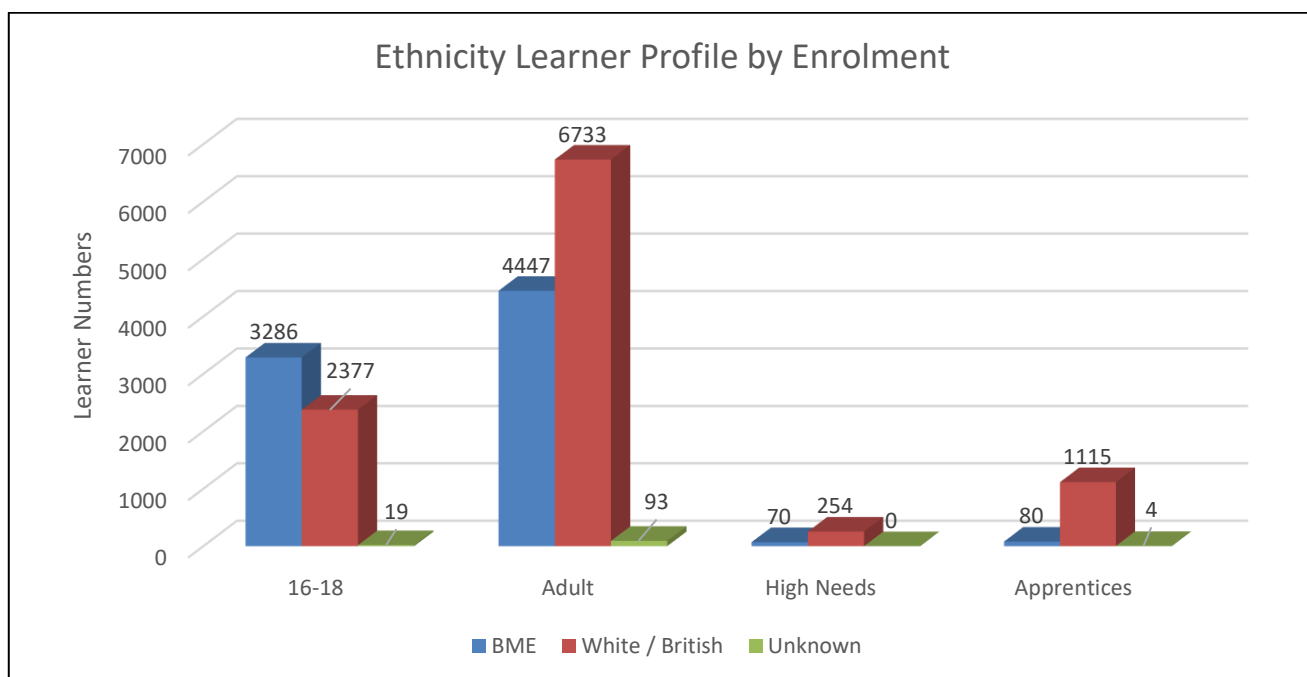
1. Headcount

Below is a summary of whole College enrolments for the academic year 2021 - 2022.

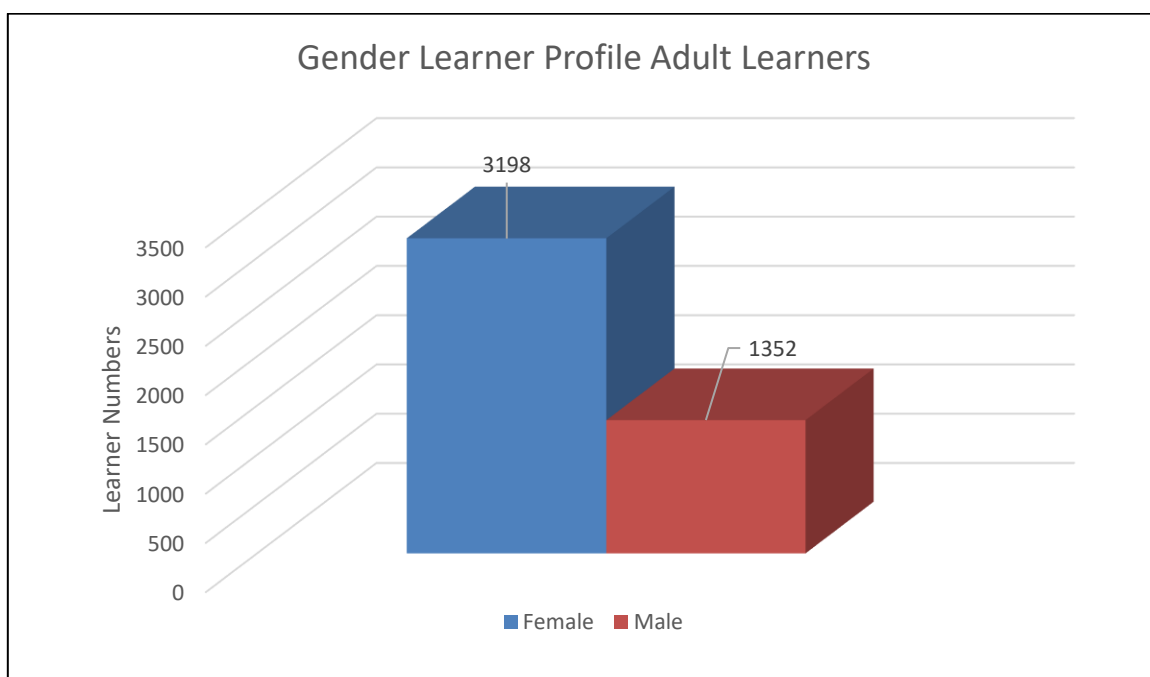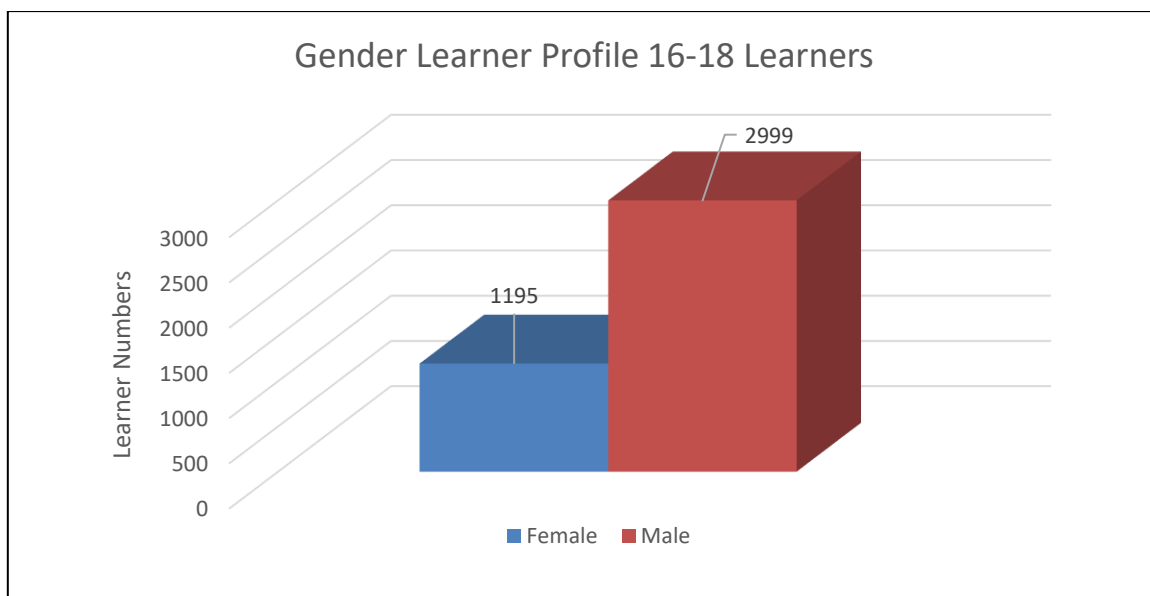| 2021-22 Learner Numbers by Site	
Nelson and Colne College Group	14437
Accrington and Rossendale College	946
Lancashire Adult Learning	10597
Nelson and Colne College	2135
Of Which High Needs Learners at Nelson and Colne College Group	101

2. Ethnicity

- At the Nelson campus, the percentage of young BME learners has risen from 61.2% in 2019-20 to 63.3% in 2020-21. This represents a slight increase from 2021-22 and over a 2-year period a rise of 10.9%.

- At the Accrington campus, the percentage of young BME learners on full-time programmes has risen from 25.8% in 2020-21 to 32.1% in 2021-22. This represents a rise of 6.3% over a 1-year period and 17.4% over 2 years.

Ethnicity Learner Profile by Enrolment

Category	BME	White / British	Unknown
16-18	3286	2377	19
Adult	4447	6733	93
High Needs	70	254	0
Apprentices	80	1115	4

Percentage of Young People by EDI by Site

		% Nelson Site	% Accrington Site	% LAL Site	% Sub-contractor
Gender	Female	52.6%	40.5%	55.6%	49.4%
	Male	47.4%	59.5%	44.4%	50.6%
Ethnicity	White/ British	36.5%	67.7%	44.4%	75.3%
	BME	63.3%	32.1%	55.6%	22.2%
SEND inc. High Needs		68.3%	51.9%	55.6%	6.2%
Disadvantaged		64.9%	69.9%	66.7%	72.8%

3. Gender

Gender Learner Profile 16-18 Learners

Gender Learner Profile Adult Learners

Gender Learner Profile High Needs Learners

Learner Numbers

34 (Female)
64 (Male)

■ Female ■ Male
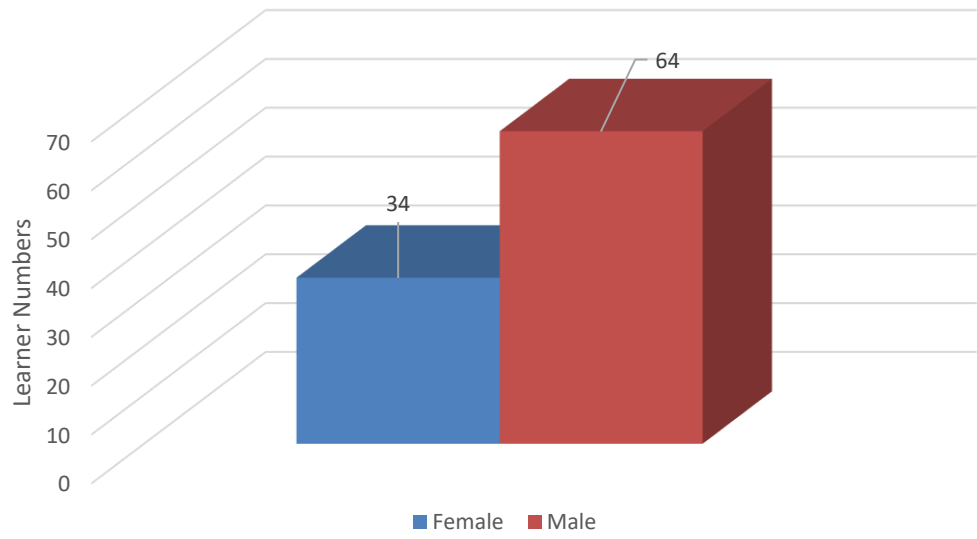
Gender Learner Profile Apprentices

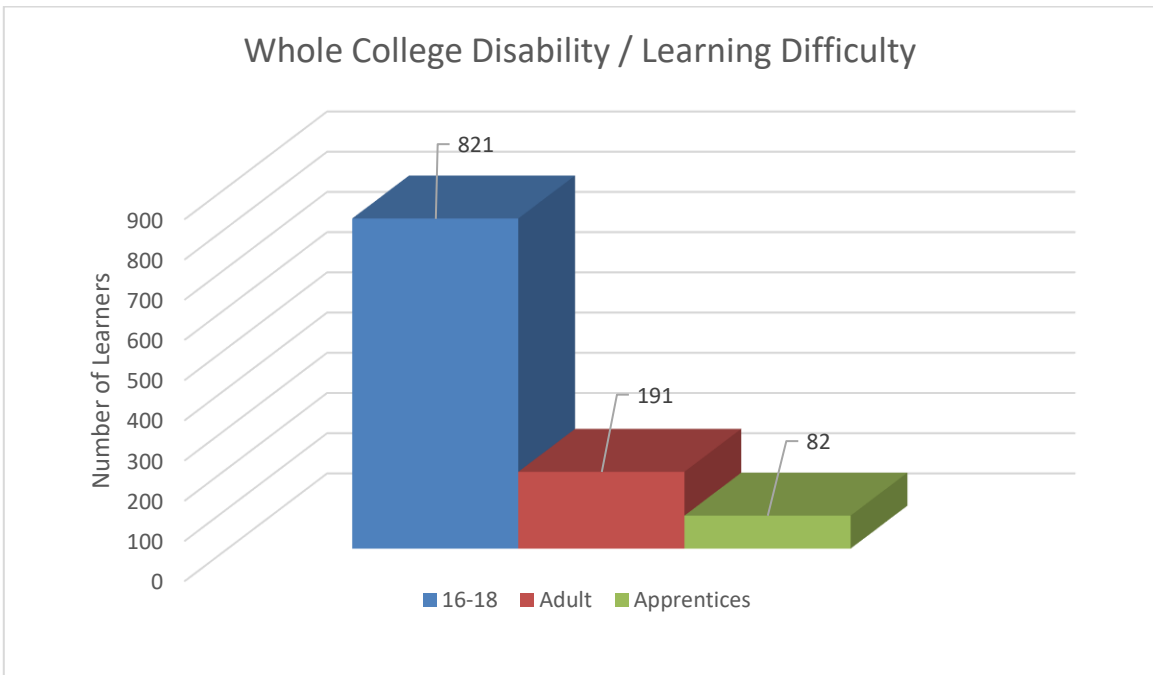Learner Numbers

657 (Female)
393 (Male)

■ Female ■ Male
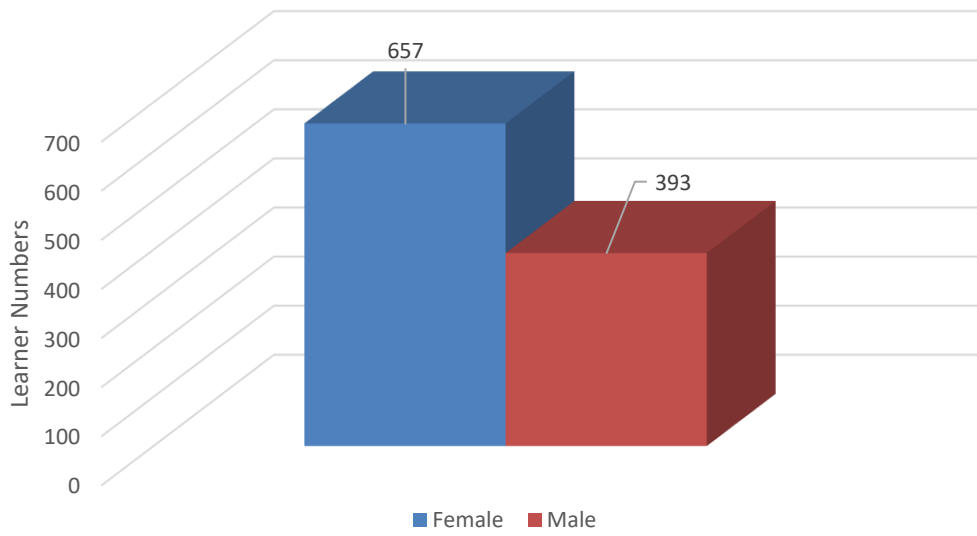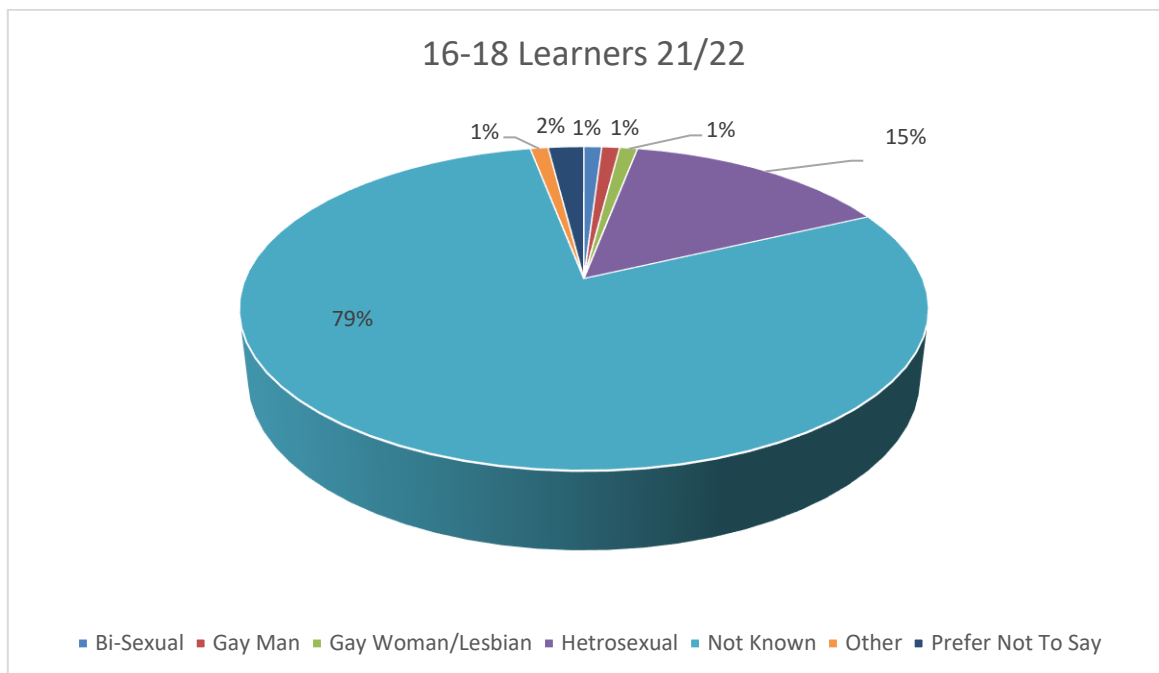
4. Disability, Learning Difficulty

The graph below highlights the learner population across the whole of the College who identify as having a disability/learning difficulty
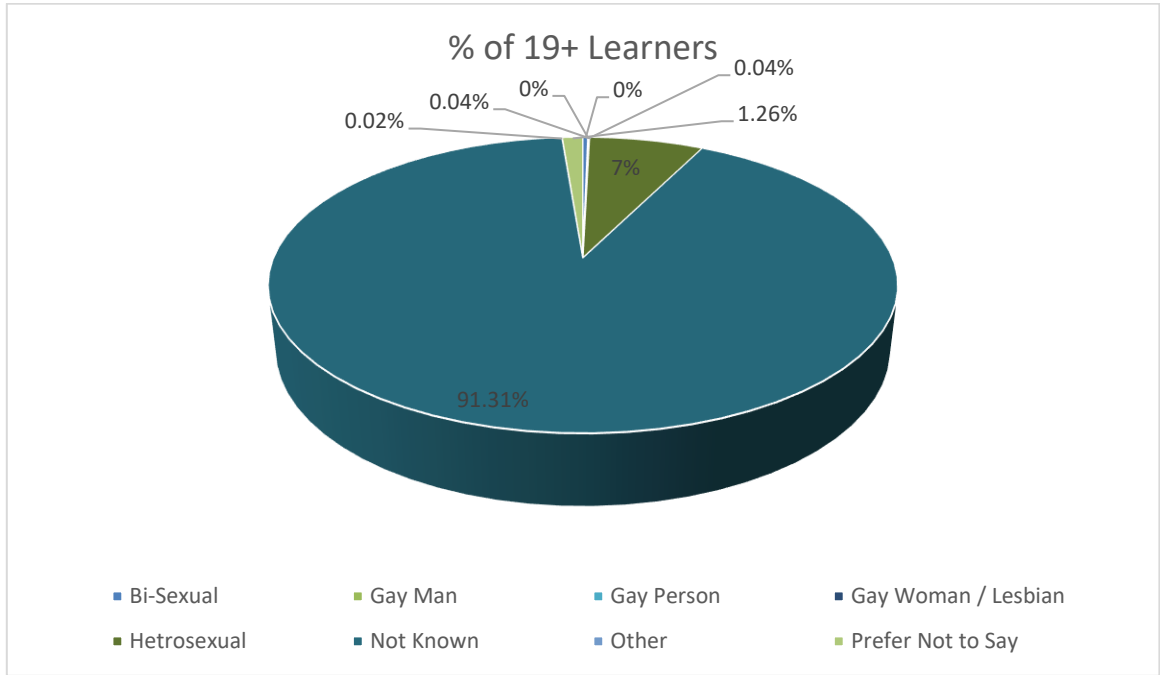
The high proportion of 16-18-year olds represent those learners who are identified as needing support and are in receipt of support.

There is a higher proportion of young people in receipt of support at the Accrington site compared to those on the Nelson site.

Whole College Disability / Learning Difficulty

- 16-18: 821
- Adult: 191
- Apprentices: 82

Number of Learners (y-axis: 0 to 900)

6. Sexual Orientation and Religion or Belief

16-18 Learners 21/22

- 1%
- 2%
- 1%
- 1%
- 1%
- 15%
- 79%

Legend: Bi-Sexual, Gay Man, Gay Woman/Lesbian, Hetrosexual, Not Known, Other, Prefer Not To Say

% of 19+ Learners

0.02% 0.04% 0% 0% 0.04% 1.26% 7% 91.31%

- Bi-Sexual
- Gay Man
- Gay Person
- Gay Woman / Lesbian
- Hetrosexual
- Not Known
- Other
- Prefer Not to Say

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 decreased slightly from 66.4% in 2020-21 to 64.9% in 2021-22. However, over a 2-year period this has risen overall by 14.4%.

At the Accrington and Rossendale site, the learner profile of young people who are disadvantaged has decreased slightly from 74.4% in 2020-21 to 69.9% . this represents a decrease of 4.5%.

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

Whole College Disadvantaged Area Profile by Enrolment

1567 2424 55 371

- 16-18
- Adult
- High Needs
- Apprentices