

Annual Equality Statistics

2023 to 2024

NELSON & COLNE
COLLEGE

GROUP

Ofsted

Outstanding
Provider

20

YEARS
OUTSTANDING

ACCRINGTON & ROSSENDALE
COLLEGE

TECHNOLOGY & SKILLS CENTRE

NELSON & COLNE
COLLEGE

SIXTH FORM



Lancashire
Adult Learning

Equality and Diversity Statistics 2023-2024

Date: February 2025

By: Assistant Principal Finance and HR & Vice Principal Academic

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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 as at 31 July 2024.
- Reporting on staff profiles for 2023-24 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 Number of Staff 31/01/2023
Management	42
Teaching/Assessing	280
Teaching Support	143
Facilities	57
Support Staff	98
Total	619

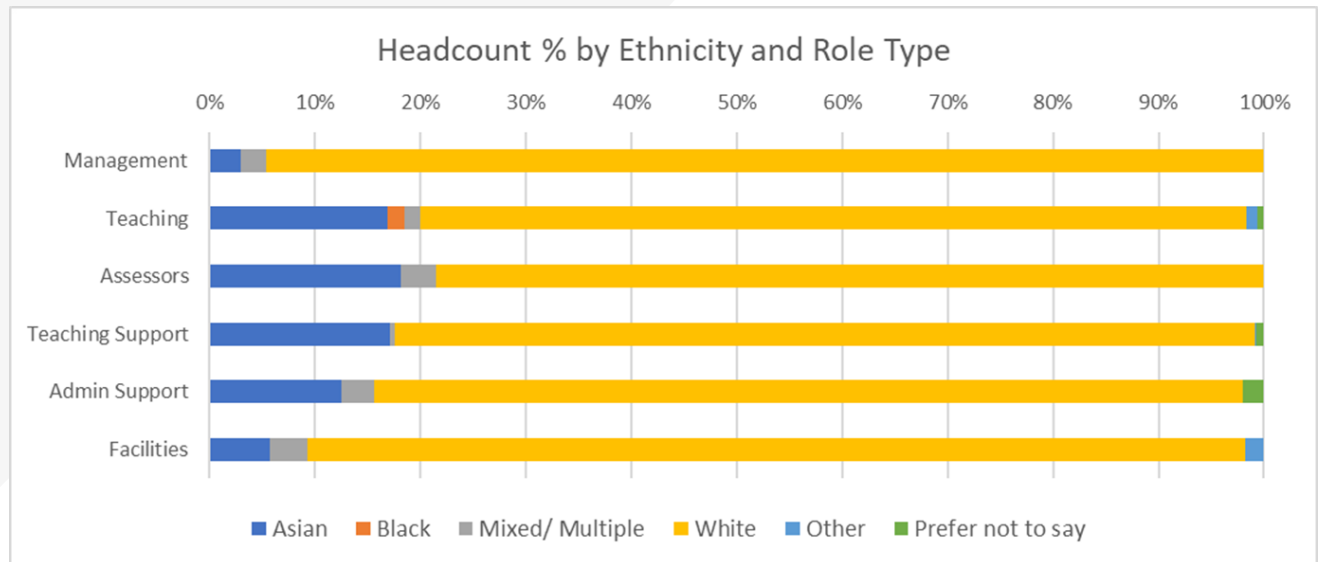


2. Ethnicity

The chart below shows the profile by ethnicity in 2023/24 and 2022/23. This shows a small increase in the proportion of staff from minority ethnic groups across the period.

Ethnicity	2023 to 2024		2022 to 2023	
	%	Total Headcount	%	Total Headcount
White	81.7%	506	84.2%	503
Asian	14.4%	89	11.7%	70
Black	0.6%	4	0.5%	3
Mixed/Multiple	1.9%	12	1.6%	10
Other	0.6%	4	0.7%	4
Prefer Not To Say	0.8%	5	1.3%	8
Total	100%	619	100%	598

The table and chart below show the profile by ethnicity across role types.



Role Type	Asian	Black	Mixed/Multiple	White	Other	Prefer Not To Say	Total
Management	1	0	1	40	0	0	42
Teaching	42	4	4	196	3	2	250
Assessors	6	0	1	24	0	0	30
Teaching	25	0	1	117	0	1	143
Admin Support	12	0	3	80	0	2	98
Facilities	3	0	2	50	1	0	57

There is a lack of minority ethnic representation within management, which is predominantly white, and some under-representation in administration and facilities roles. This will be a focus for positive action.



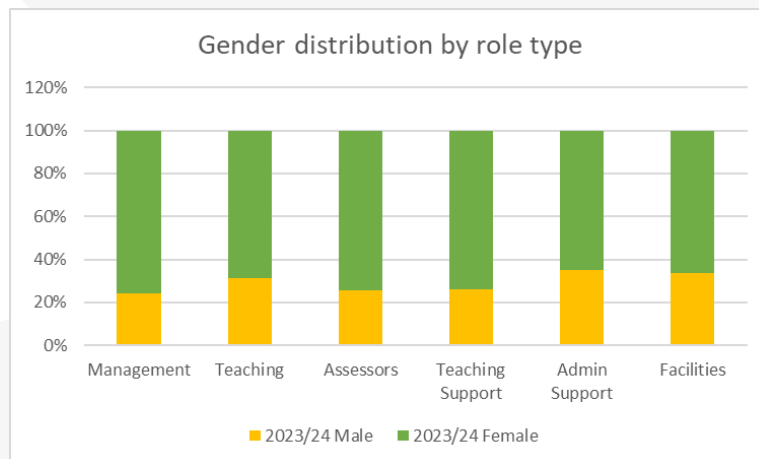
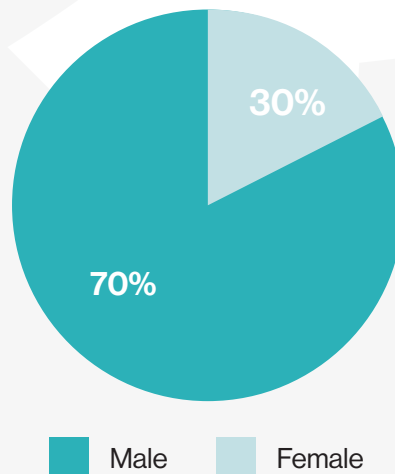
3. Gender

The total head count is 619 with males making up 30% of the total staffing population and 70% being female. The split across male and female remains similar to the previous academic year (30% male; 70% female 2022/23).

Total Staff - Male and Female Split

Gender	Total Staff	Percentage
Male	187	30%
Female	432	70%
Totals	619	100%

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





4. Disability

Information from staff regarding any disability is on a self-declaration basis. 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.

- 4.9% of all staff declared themselves as disabled.
- 1.5% of all staff declared 'Prefer not to say' when asked whether they consider themselves to have a disability.

This is an increase in staff declaring a disability (from 4.8% in 2022/23).

	Total Headcount	Male %	Female %
Management	42	24%	76%
Teaching	250	31%	69%
Assessing	30	26%	74%
Teaching Support	143	26%	74%
Facilities	57	34%	66%
Support	98	35%	65%
Total	619	30%	70%

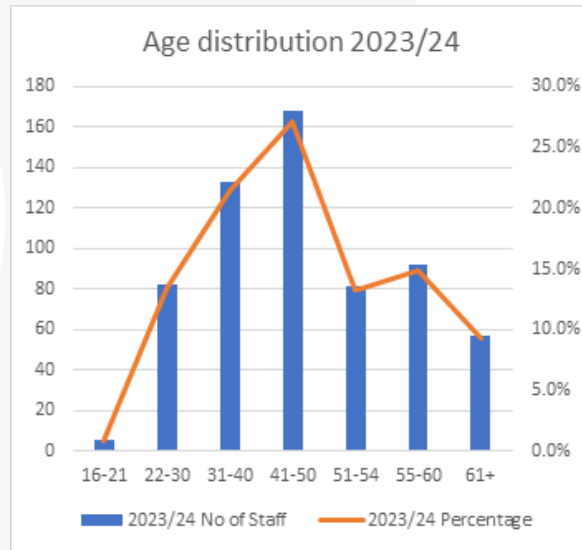
Disability	Staff %
Yes	4.9%
No	93.6%
Prefer Not To Say	1.5%



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 2022/23, with no significant differences or changes.



Age Category	2023 to 2024		2022 to 2023	
	Number of Staff	%	Number of Staff	%
16-21	5	0.8%	4	0.6%
22-30	83	13.3%	73	12.2%
31-40	133	21.5%	130	21.7%
41-50	168	27.2%	177	29.6%
51-54	82	13.2%	71	11.9%
55-60	92	14.8%	90	15.1%
61+	57	9.2%	53	8.9%
Total	619	100%	598	100%

Learner Statistics

The statistics below reflect the whole learner cohort for 2023-24. This includes enrolments for courses across both Nelson and Colne College, Accrington and Rossendale College and Lancashire Adult Learning.



1. Headcount

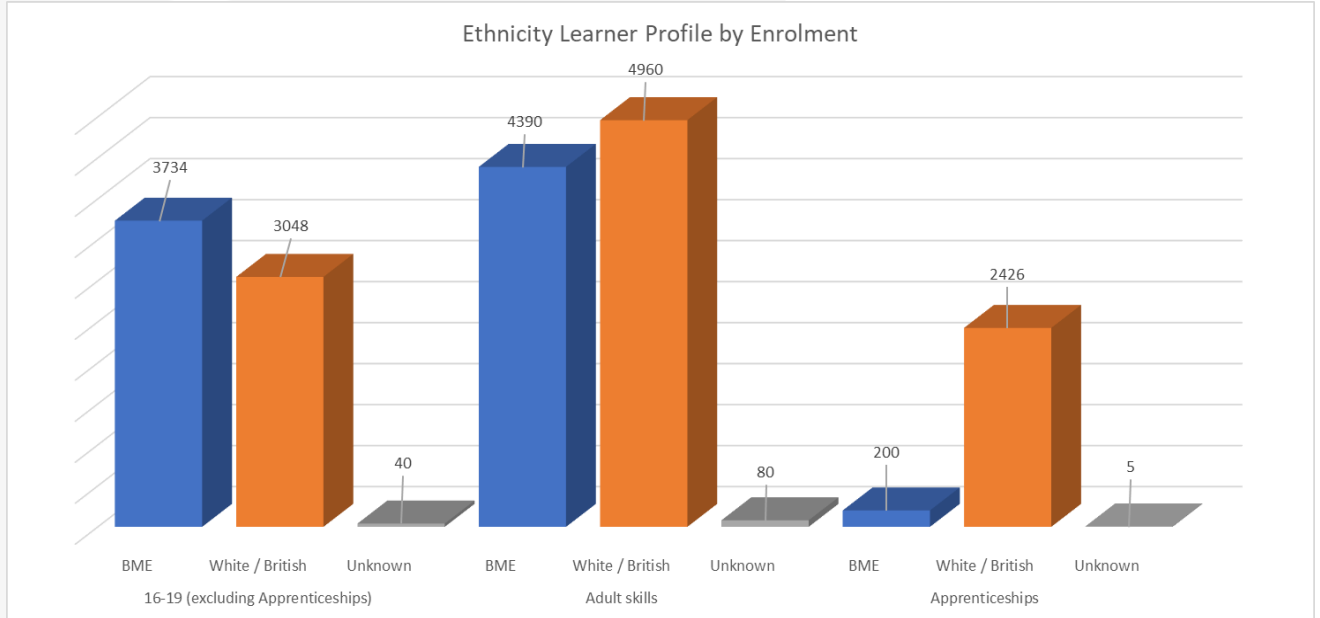
Below is a summary of whole College enrolments for the academic year 2023 - 2024

2023 to 2024 Learner Numbers By Site	
Nelson and Colne College Group	15,081
Accrington and Rossendale College	1,247
Lancashire Adult Learning	10,558
Nelson and Colne College	2,867
Subcontracted	591
Of Which High Needs Learners at Nelson and Colne College Group	114



2. Ethnicity

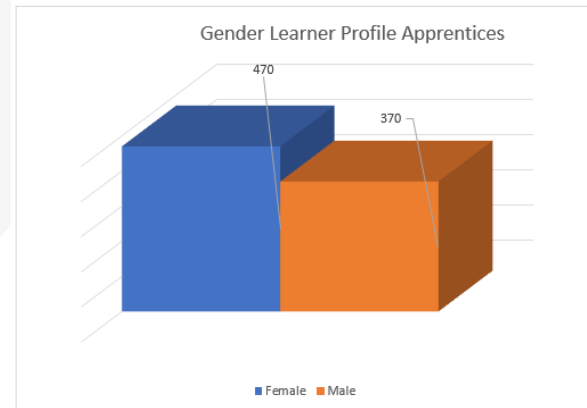
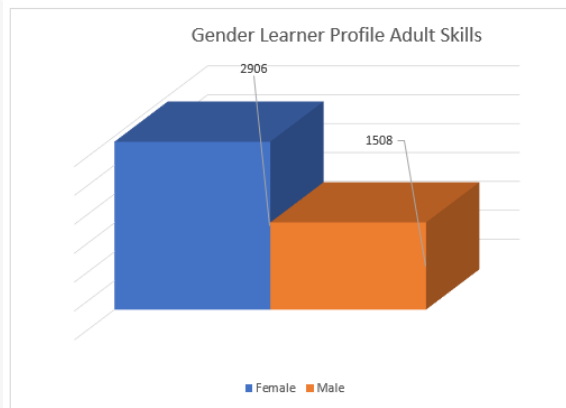
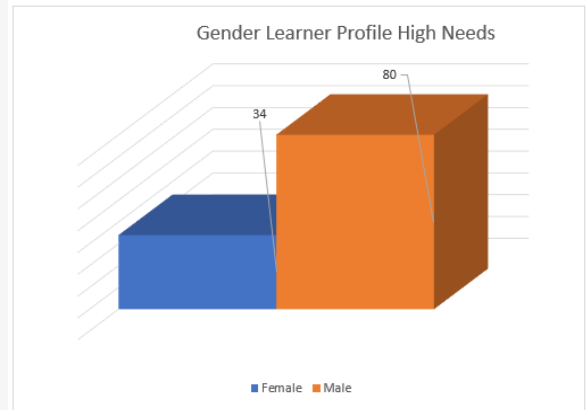
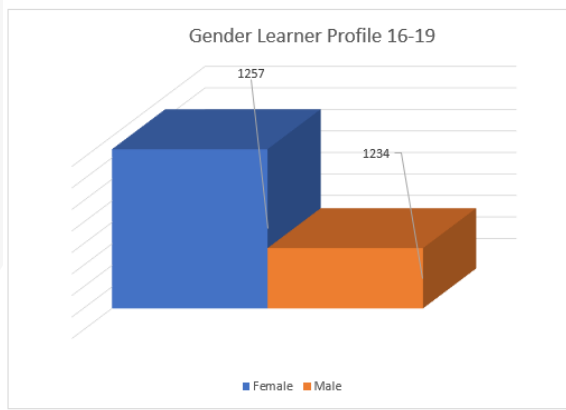
- At the Nelson campus, the percentage of young BME learners has fallen from 64.5% in 2022-23 to 60.7% in 2023-24.
- At the Accrington campus, the percentage of young BME learners on full-time programmes has increased from 27.5% in 2022-23 to 28.5% in 2023-24.



		% Nelson Site	% Accrington Site	% LAL Site	% Sub-Contractor
Gender	Female	51.6%	48.7%	14.3%	
	Male	48.4%	51.3%	85.7%	
Ethnicity	White/British	39.0%	70.7%	78.6%	
	BME	60.7%	28.5%	21.4%	
	Unknown	0.4%	0.8%	0.0%	
SEND - including High Needs		41.3%	46.4%	14.3%	
Disadvantaged		74.60%	79.50%	53.60%	

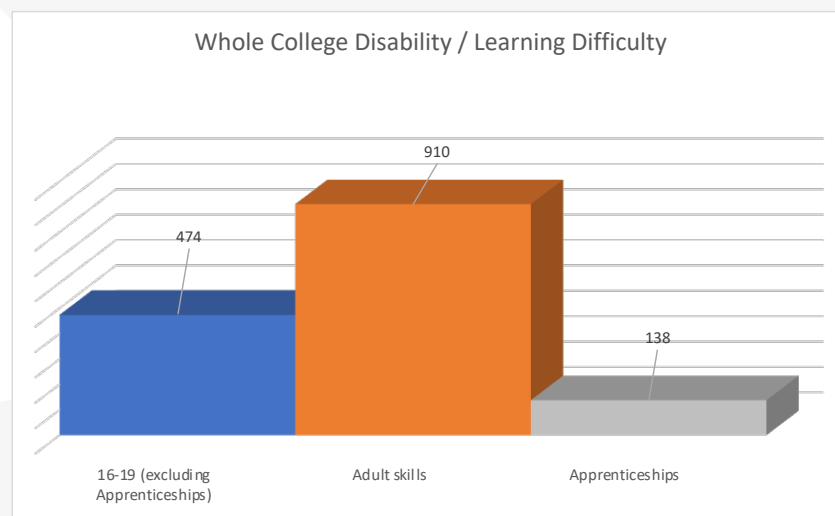


3. Gender



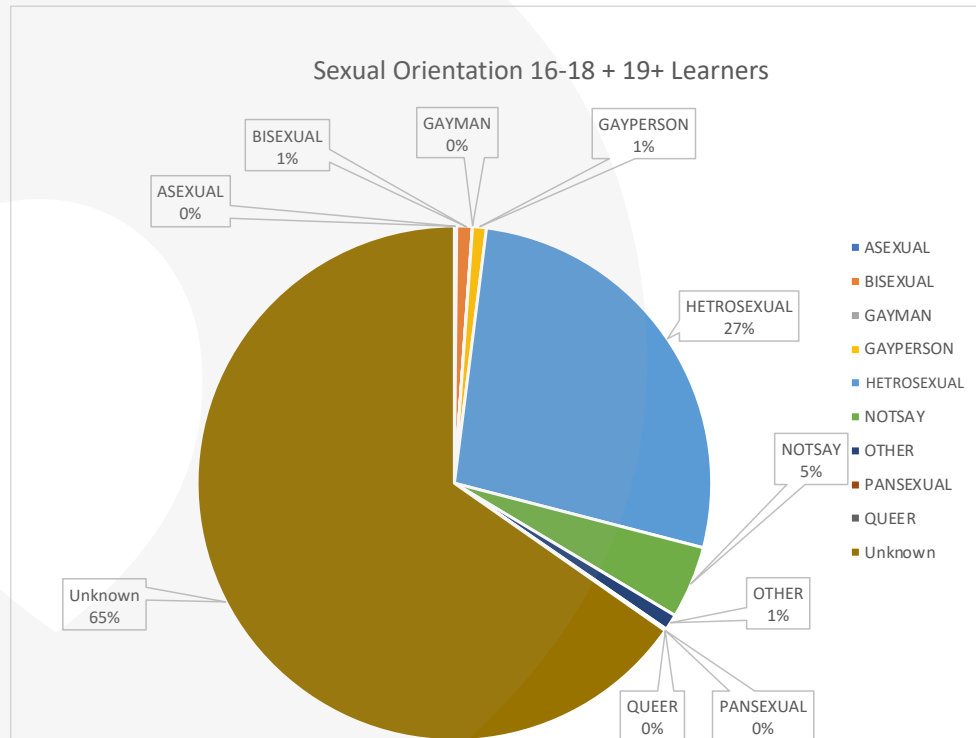
4. Disability and Learning Difficulty

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.





5. Sexual Orientation



6. Disadvantaged

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

The percentage of young people classified as disadvantaged studying at both sites has continued to increase quite significantly across both sites compared to 2022-23. At Nelson, the proportion of young, disadvantaged people is 78% (compared to 69.2% in 2022-23) and at Accrington it is 80% (compared to 75.3% in 2022-23).

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

