

# Working for You



## Equality, Diversity & Inclusion at Southport College



### Mission

To provide excellent, sustainable, education and training.

## About us

Southport College is a long-established independent further education college providing a diverse range of education and training to a wide variety of learners across Sefton and the North West.

Southport College is the area's largest provider of vocational courses, with over 1200 full-time 16-19 year-olds studying a range of qualifications including A Levels, BTECs, NVQs and City & Guilds qualifications, in a wide range of subjects from Law, Physics, Performing Arts, Hairdressing & Beauty Studies or Electrical Engineering to Childcare or Games Design & Animation. The College works closely with employers to offer a range of apprenticeship programmes in subject areas which include Management and Administration, Engineering, Plumbing, Hospitality, Care and Motor Vehicle.

Southport College provides a range of courses to over 2000 adult learners, including those that support people back into employment, improve their career prospects or provide a route to higher education. Students choose to study at the University Centre at Southport College, following HND programmes, teacher education programmes or foundation degree courses validated by the University of Central Lancashire.

We continue to invest into improving the learning environment and specialist facilities for all of our students with many exciting plans for the future, with the aim of maintaining Southport College as the first choice for high quality training and education. We were incredibly proud to be the first college in the country to achieve the Rainbow Flag Award in recognition of our commitment to equality, diversity and inclusion.



**Michelle Brabner, Principal**

## Our commitment to Equality, Diversity and Inclusion

At Southport College we are committed to valuing diversity and to promoting and implementing equality of opportunity in all of the activities and services that we provide to staff, students and visitors to the College.

We aim to provide the conditions which encourage everyone to participate in learning and actively combat harassment and bullying.

We value the diversity of all individuals who study or work with us and the contribution they make to the success of the College.

We have a belief and a commitment to the right of everyone to be given equal access to opportunities and be treated with dignity and respect regardless of:

- ✓ Age
- ✓ Disability/learning difficulties
- ✓ Ethnic origin
- ✓ Gender
- ✓ Marital status or domestic responsibilities
- ✓ Religion or belief
- ✓ Sexual orientation
- ✓ Socio-economic background

### What are Southport College's specific Equality and Diversity Objectives?

1. To realise our mission statement which reinforces the Equality Act 2010 and our commitment to create a safe and secure environment for students and staff in which equality of opportunity and diversity of backgrounds and experiences is valued.
2. To continue to improve the success rates of all students identifying and where appropriate addressing any achievement gaps.
3. To assess the impact of socio-economic background on student performance and identify areas for further exploration and action.
4. To improve retention for vulnerable groups by 2% through rigorous initial advice and guidance and individualised study programmes.
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## Our commitment to Equality, Diversity and Inclusion applies to everyone:

- ✓ Employees
- ✓ Ex-employees
- ✓ Governors
- ✓ Contractors/partners
- ✓ Former students
- ✓ Prospective students
- ✓ Students enrolled at the college
- ✓ Clients and visitors
- ✓ Job applicants

## We value our staff

### We value our staff

At Southport College we value our staff and the contribution that everyone makes to the success of our College. For this reason we offer fantastic support for all of our staff and staff development is encouraged throughout all departments.

We offer a family friendly environment and support staff so that they get the best out of their job and their time here. Many of the team have been here for many years, growing with us and progressing on to new challenges and roles.

### Southport College Staff Age and Sex Profile

Age Range	Male				Female			
	2019/20		2020/21		2019/21		2020/21	
	Number of Employees	%						
16-24	2	0.46	2	0.51	6	1.39	3	0.77
25-39	35	8.08	30	7.69	79	18.24	69	17.69
40-59	67	15.47	58	14.87	157	36.26	148	37.95
60-74	39	9.01	34	8.72	46	10.62	46	11.79
75+	0	0.00	0	0.00	2	0.46	0	0.00
<b>Total</b>	<b>143</b>	<b>33.03</b>	<b>124</b>	<b>31.79</b>	<b>290</b>	<b>66.97</b>	<b>266</b>	<b>68.21</b>

There has been little change in the gender split of staff employed at the College in 2020/21 compared to 2019/20.

Year	Management (%)		Lecturing (%)		Business Support (%)	
	Male	Female	Male	Female	Male	Female
2019/20	37	63	37	63	28	72
2020/21	32	68	37	63	27	73

Whilst 68.2% staff are female, a significant number of female staff members are employed on a part-time basis, which is reflected in the salary profile below.

### Student's comment:

**“I have thoroughly enjoyed doing my degree at Southport College. The teaching has been outstanding and I had fabulous support throughout”**

**Southport College staff by salary range and gender**

Whilst 68.2% staff are female, a significant number of female staff members are employed on a part-time basis, which is reflected in the salary profile below.



**Job Coach Comment:**

**“The employer was so pleased with the student on placement, they said he was one of the best students they have ever had”**

# Southport College staff disability profile

## Southport College Staff Disability Profile

Year	2019/20		2021/22	
Disability	Yes	No	Yes	No
%	6	94	7	93

In recognition of the College's commitment regarding the employment, retention, training and career development of disabled employees, the Department for Work and Pensions have awarded the College the Disability Confident Employer symbol.

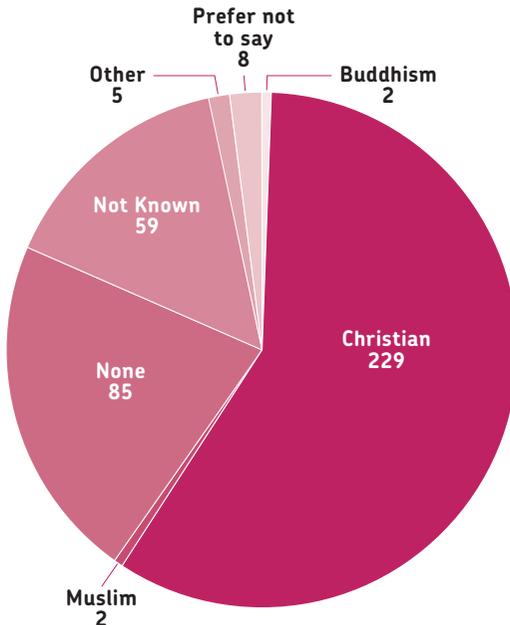
In using the Disability Confident Employer symbol, the College agree to:

- interview all disabled applicants who meet the minimum criteria for a job vacancy;
- consider them on their abilities;
- ensure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities;
- make every effort when employees become disabled to make sure they stay in employment;
- take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work each year.

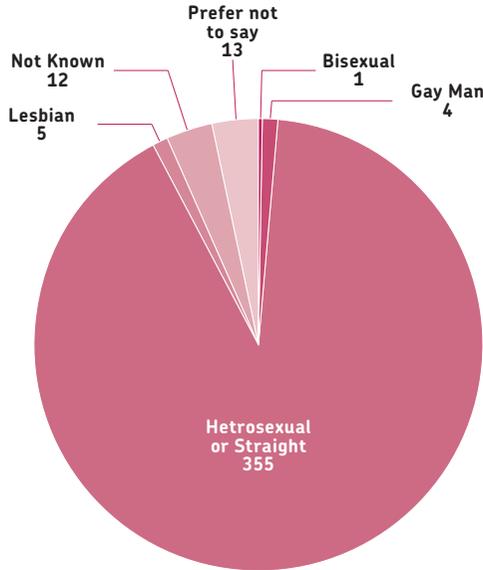
## Southport College Staff Religion/Belief Profile

This information was collated from staff in 2019/20.

### Religion - Number of staff



Southport College Staff Sexuality Profile



Southport College Staff Ethnicity Profile

Ethnicity	2019/2020	2020/2021
Asian British - Indian	3	2
Black British - African	2	2
Black British - Caribbean	1	1
Chinese	2	2
Mixed - White & Black - African	0	0
Mixed - White & Black - Caribbean	4	3
White - British	408	368
White - Irish	1	1
White - Other	5	5
White - Other European	7	6

Gender Reassignment

This information has been collated from staff, and job applicants, since 2011.

In 2020/21 no members of staff at the College declared that they were transgender and no staff issues were raised in relation to this particular group.

# Disciplinary policy and grievance procedure

## Disciplinary Policy and Grievance Procedure

The College has a disciplinary policy that is communicated to all staff. The purpose of the procedure is to help and encourage employees to achieve and monitor acceptable standards of conduct at work. It is also designed to ensure consistent and fair treatment for all in relation to disciplinary action taken in response to misconduct. A separate procedure is used to address issues of professional capability and competence.

In 2020/21 the College's Disciplinary procedure was invoked on one occasion in relation to a male member of staff:

	Male	Female
	Head Count	Head Count
2019/20	0	2
2020/21	1	0

The College has a grievance procedure which aims to help to resolve individual grievances in a manner that is as fair and speedy as possible. It is the College's policy to find a solution to individual grievances as early in the procedure as possible. Every effort is made to resolve the grievance at the informal stage. In 2020/21 the College's Grievance procedure was not invoked.

	Male	Female
	Head Count	Head Count
2019/20	0	1
2020/21	0	0

Parent Comment:

**“There is a real positive, constructive and supportive culture within the college and its staff.”**

## Compliments, comments and complaints

The college aims to listen to the views of all who use its services, learn from its mistakes and continually try to improve. It openly encourages suggestions, comments, compliments and complaints about the services offered. All incidents and issues are recorded as necessary and monitored via the Equality and Diversity Committee. Formal incidents of complaints received from students are analysed by gender, age, race and disability with remedial action taken as necessary.

There are currently protected characteristics we are unable to report on for analysis of complaints due to non-collection of this data. These include religion or belief, sexual orientation and gender reassignment.

2020/21	
<b>No. of complaints received</b>	<b>16</b>
<b>No. related to Equality and Diversity</b>	<b>4</b>

The nature of these complaints was diverse and ranged from those which were easily addressed to others being more in depth. There were 4 complaints that related to equality and diversity issues and actions arising from these included:

- Ensuring consistency of delivery for all teaching staff during online learning
- Including online learning methods in IAG to ensure all students consider and are happy to engage in multiple methods as required.

### Profile of student complaints

The nature of these complaints was diverse and ranged from those which were easily addressed to others being more in depth. There were 4 complaints that related to equality and diversity issues and areas under investigation included:

- A parent felt the delivery of their daughter's course was disorganised and inconsistent.
- A student felt that online learning disadvantaged her.

The findings of the resulting investigations have been used to amend college practices and services including reviews of interview processes for specific curriculum areas, conduct procedures and staff development on behaviour management.

## Profile of student complaints

During 2020/21 a total number of 16 complaints were received, of which 10 were directly from students.

### Complaints received by ethnicity

	White British	White Any other White background	White & Black Caribbean	Mixed/Multiple ethnic group Other
<b>No. of complaints</b>	10	0	0	0

### Complaints received by gender and age

	Male	Female
<b>No. of complaints</b>	5	5

### Complaints received by LDD

	LDD	No LDD
<b>No. of complaints</b>	4	6

### Student Comment:

**“ My tutor was exceptional; he helped me overcome my difficulties and helped push me to my highest learning potential. He also helped me find the right course for me, and further assisted me with getting all the information I needed. ”**

## The diversity of our students

### The diversity of our students

The demographics of our student population changes each year, however, the College student population is more diverse than the Sefton Metropolitan District figures currently available as shown in the table below.

Ethnicity	Latest Sefton Metropolitan District figures % - 2016	No.of students 2019/20	College 2019/20 (%)	No.of students 2020/21	College 2020/21 (%)
White	97.96	4090	89.8	3851	93
Not white	2.04	469	10.2	282	7

### Southport College All Student Age Profile

	2019/20	%	2020/21	%
16-18	2887	63	2732	66
19+	1672	37	1399	34

### Southport College All Student Gender Profile

	19/20	%	20/21	%
Male	1938	42.5	1632	39.5
Female	2621	57.5	2499	60.5
Total	4559	100	4131	100

### Manager Comment:

“ Thank you to the Learning Support Team for all their help and support of our students with additional needs. ”

Southport College Student Disability Profile

16-18	2019/20	%	2020/21	%
Declared a disability or Learning Difficulty	1557	34.1	1226	30.6
Declared no disability or Learning Difficulty	2944	64.6	2697	65.3
Not declared	58	1.3	170	4.2

Southport College Student Widening Participation Profile

	2019/20	%	2020/21	%
Learners from areas of deprivation	1423	31.2	1175	28.4
Learners from areas of no deprivation	3136	68.8	2958	71.6

In the Start of Year Student Survey 2020/21:

“99.3% of students said they felt safe in College”

## Students succeed at Southport College!

High expectations are applied to all of our students irrespective of race, age, gender, disability or social and economic background. We monitor the success of our students against national rates. We recognise that everyone is an individual and we focus on the needs of each individual, breaking down barriers to learning and enabling students to reach their full potential. As a College we believe that the monitoring and analysis of all our data is really important. We look for success gaps and set Equality and Diversity Impact Measures (EDIMs) at Subject Sector Area Level for any issues that we feel need to be addressed.

Student engagement in community projects, fundraising and support of local and national charities is outstanding. Appropriate opportunities to improve personal and social development are offered through whole college events, such as College Pride, Equality and Diversity week, and through live projects for local/national charities and close working partnerships with local organisations, e.g. Connect students holding regular enterprise projects and sales, North West Cancer Research, Christmas Jumper Day for Save the Children and Children in Need. Equality and Diversity themes are embedded in progress sessions and into the curriculum.

The College has recently become an AoC Mental Health Charter College, we also hold the Bronze Young Carers Award and were the first College in the country to be awarded the Rainbow Flag Award, which will be renewed in 2022/23.

The College continues to develop highly effective links with employers. Students undertake work related activities including work experience and a wide range of employer focused activities such as undertaking live briefs, completing projects in the work place and external facing events.

### Achievement Rate Information for 2020/21

- ✓ The overall achievement rate (AR) in 2020/21, excluding English and maths, is 83% and the overall AR in 2020/21 including English and maths is 82%
- ✓ The overall AR for 16-18 main programmes is excellent at 85%. The overall AR for Level 3 is also excellent at 86%
- ✓ The AR for high needs learners in 2020/21 is outstanding at 94% (35 learners).
- ✓ Apprenticeship AR in 2020/21 is 64% with timely achievement at 40% (+4% above 2019/20 at 36%) this remains an area for development.
- ✓ The large majority of full time learners progress to higher qualifications or into employment. In 2020/21 245 full time learners progressed to higher education courses (2019/20 290, 2018/19 363). In 2020/21 671 full time learners progressed to higher level qualifications or employment (2019/20 644, 2018/19 840).

### Student comment:

**“I felt fully supported and my tutor was excellent, I did not feel I was missing out when doing home learning”**

# Our commitment to an inclusive environment

## Our commitment to an inclusive environment

Our mission is to provide excellent, sustainable, education and training. Through inspirational teaching, outstanding support and excellent facilities, we aim to help every one of our learners reach their full potential and progress to success.

As a College we are constantly looking for opportunities to work with specialists in the field and to share good practice.



We have been working with Disabled Go since 2009. They have produced Access for All accessibility information guides for us covering all College courses, venues and services. These guides are available to everyone on their website [www.disabledgo.com](http://www.disabledgo.com) and are also linked to our own College website at [www.southport-college.ac.uk/Equality-Diversity](http://www.southport-college.ac.uk/Equality-Diversity).

## Learning Support

There is a highly effective Learning Support Team at the College based in the Learning Support Transition Suite providing:

- ✓ Individual assessments which are reviewed regularly
- ✓ Specific Learning Difficulty specialist support
- ✓ Learning Support Assistants
- ✓ Support for maths and English
- ✓ Personal Care
- ✓ Communicators
- ✓ Specialist equipment
- ✓ Exam access arrangements

All of which has led to our overall achievement rates for students with high needs being above the college average at 94%.

## Students' Conduct

Issues of bullying and conduct are dealt with effectively and due to an early intervention approach, reported incidents of bullying are low. There is a targeted approach to raising students' awareness of cyber bullying. 98% of students reported they felt safe at College in the end of year survey 2020/21.

## Contemplation Room

In collaboration with students, the college has redeveloped the Contemplation Room and this is based in the main building and is a multi-faith area for students and staff.

## End of Year Student Survey 2020/21:

**“99.37% of students said they would recommend their course to a friend”**

**For further information relating to anything in this brochure please contact:**

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**If you would like this publication in an alternative format please contact Student Services on 0845 00 66 236 to discuss your needs.**

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**The information in this booklet is correct at the time of going to press.**

Every effort has been made to ensure accuracy. The College reserves the right to amend details in this publication.