



# Equity, Diversity and Inclusion

Annual Report 2022/23

**Vision:**

To be a driving force for educational and economic excellence in Southport and the region.

## ABOUT US

Southport Education Group consists of Southport College and King George V Sixth Form College, long-established independent further education colleges which together provide a diverse range of education and training to a wide variety of learners across Sefton and the Northwest. Southport Education Group is the area's largest provider of vocational courses and has over 1200 full-time 16–19-year-olds studying a range of qualifications including A Levels, T Levels, BTECs, NVQs and City & Guilds qualifications, in a wide range of subjects from Law, Physics, Hairdressing & Beauty Studies or Electrical Engineering to Childcare, Construction and Digital. The College Group 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.



**Michelle Brabner, Principal**

Southport Education Group 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.

We continue to invest into improving the learning environment and specialist facilities for all our students with many exciting plans for the future, with the aim of maintaining the College Group 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 equity, diversity and inclusion.



## OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION

At Southport Education Group we are committed to valuing diversity and to promoting and implementing equality of opportunity in all the activities and services that we provide to staff, students and visitors. 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 Group. 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
- Sex
- Marital status or domestic responsibilities
- Religion or belief
- Sexual orientation
- Socio economic background
- Gender identity

### Our commitment to Equity, Diversity and Inclusion applies to all:

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Enrolled students</li><li>• Former students</li><li>• Prospective students</li><li>• Link students</li></ul> | <ul style="list-style-type: none"><li>• Contractors</li><li>• Partners</li><li>• Clients</li><li>• Visitors</li></ul> |
| <ul style="list-style-type: none"><li>• Employees</li><li>• Ex employees</li><li>• Job applicants</li><li>• Governors</li></ul>                      |   |



## OUR EQUITY, DIVERSITY AND INCLUSION OBJECTIVES

### Our specific Equity, Diversity and Inclusion objectives for 2022/23:

1. We will monitor retention and achievement across all EDI and vulnerable groups and address any gaps where required.
2. We will hold appealing and fully accessible enrichment activities, events, and competitions across the college.
3. Training will be provided that equips all staff to support and promote the College EDI commitment and values, and the knowledge and confidence to tackle discrimination and educate our student population on all-things EDI related.
4. We will ensure that all learners and apprentices understand Prevent, radicalisation and extremism and how it applies to them.
5. We will improve outcomes for students with an Education Health and Care Plan by introducing Student Support Plans with set targets against their long-term outcomes.

### Progress against Equity, Diversity and Inclusion objectives for 2022/23

1. Leaders and Managers regularly monitor retention and achievement throughout the academic year. Performance Boards take place monthly and Departmental Self-Assessment Reports are presented annually in term 1 and reviewed in term 2. Examples of monitoring:
  - In 2020/21 the achievement rate for those with LDD status 'unknown' was -5% when compared to the Group overall achievement rate. In 2021/22 this gap increased to -6%. To address this the Group introduced an online questionnaire to encourage students to disclose where appropriate and was completed by 660 students. In 2022/23 there were only 5 enrolments recorded as LDD status unknown.
  - In 2021/22 the achievement rate for BME groups at KGV was -5% when compared to the department overall achievement. In 2022/23 this gap reduced to -2%.

2. Enrichment activities continue to take place across all areas of the Group. These include: driving theory, friendship group, LGBT+ group, Arts and Crafts, Spark Radio, Pet Therapy, Skills for Life and Sports Activities. Events and Competitions include Skills Challenges, National Competition, Charity Events – some of which are attended by members of the Local Community.
3. Cross Group events relating to EDI continue to be held, with a week in January 2023 that focused on Anti Bullying and Neurodivergence. The event was well attended with interactive activities held in the Oasis/Canteen and further activities during Progress sessions. Adapted resources and assessment methods are used where appropriate. Support is individualised and according to individual needs. Accessibility compliance is ensured, supported and confirmed by visits from Sefton Inclusion and Accessibility Team.
4. Prevent, Radicalisation and Extremism information is delivered to all full time students during Progress Sessions. This information is also recorded and broadcast daily on Spark Radio. Apprentices receive information handbooks and are presented with Near Pods to ensure they also access this information.
5. All students in receipt of an Education Health and Care Plan have an individual Student Support Plan. This plan is shared with all staff who work with the individual student. The plan shares important information around areas of need, areas of strength, support strategies and soft targets. All teaching and support staff contribute to feedback around soft targets and set new targets when others are met.

### Our specific Equity, Diversity and Inclusion objectives for 2024-2028

1. To increase the achievement rate of care for and care experienced young people across the college group.
2. To narrow the achievement gap of learners in receipt of Free College Meals.
3. Increase the opportunities for EDI CPD for staff and contractors within the college group
4. To increase work experience participation for learners with high needs.
5. To narrow the achievement gap between non-BME learners compared to BME learners.
6. Increase learner voice activities for learners from marginalised groups.
7. To achieve the Silver Carnegie Centre of Excellence for Mental Health in Schools FE Mental Health Award.

## THE EQUALITY ACT (2010) AND OUR DUTIES

Southport Education Group has clear duties under the Equality Act (2010) and this report shows how we aim to more than just meet those duties. Demonstrating the Group's legal compliance in relation to EDI and progress made in the academic year 2022/23.

The Equality Act (2010) provides us with the legal framework to protect the rights of individuals and promote equity, diversity and inclusion for all. There is a requirement for the Group to evidence its compliance with the two main legal duties stated in the Act. These are the General Equality Duty and the specific Public Sector Equality Duty.

The Public Sector Equality Duty prescribes that the Group **MUST** have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act.
- Advance equity of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The College Group's vision 'To be a driving force for educational and economic excellence in Southport and the region' reinforces the Equality Act 2010 through its commitment to develop and maintain high quality, modern, safe learning environments for students and staff. Our mission 'To create a positive, high expectation learning environment that allows people to excel in their future careers, education, training and life.'" reflects its aim to ensure that equity of opportunity and preparing students for life beyond college is valued by all stakeholders.

## LEADING OUR EQUITY, DIVERSITY AND INCLUSION COMMITMENT

Equity, Diversity and Inclusion at the College is monitored by dedicated groups of staff and students, led by College managers. These groups include:

### **Student Support Management Group**

This group meets fortnightly, led by the Vice Principal – Curriculum and Support, attended by Head of Studies, Head of Student Services, Head of Marketing and Head of Learning Support and Inclusion. The remit of this group is:

- To share updates about support services and issues arising in respect of safeguarding, learning support, behaviours and attitudes, personal development, welfare and progress.
- To review and where appropriate, amend policies and procedures in relation to conduct, safeguarding, progress, welfare and attendance issues.
- To discuss and confirm key events in relation to EDI, progress, safeguarding and welfare.
- To discuss and confirm operational activities across all support services.

### **Equity, Diversity and Inclusion Committee**

This committee meets termly, chaired by the Head of Learning Support and Inclusion, attended by the College Group's EDI link governor, senior leaders, teaching staff, business support staff and a student representative. The committee responsibilities are to:

- Monitor key developments and activities regarding Equity, Diversity and Inclusion and British Values in the classroom and workplace.
- Appraise and monitor relevant data reports which evidence the College's commitment to promoting and further advancing a culture whereby equity of opportunity exists for all across the protected characteristics as defined in The Equality Act 2010.
- Review data for the recruitment, retention, professional development activity, progression and pay scales for staff by age, gender, race and disability and advise actions where appropriate.
- Review data for student recruitment, admission, retention, success, progression and destination details across all subject sector areas by

programme level and known protected characteristics and advise actions where appropriate.

## PROMOTING EQUITY, DIVERSITY AND INCLUSION

**The College Group has supported many EDI activities throughout the year including awareness events such as:**

- Mental health
- Anti bullying
- Prevent
- Young carers
- Disability
- Safer internet
- Black history
- LGBT+ history
- Sexual health
- Hate crime

**Other activities aimed to promote EDI included but are not limited to:**

- The newly located and refurbished Learning Support Hub – a larger environment with private study booths, computers, social games and areas to eat
- Continued provision of ICT for staff and students who need to work from home.
- Curriculum for Life – extended programme delivered 3 times per week. This covers many skills required for adult life, including budgeting, managing stress, friendships and is bespoke to individual learners .
- Compulsory EDI training for all staff.
- Activities on-site during lunch times for vulnerable students who are not permitted to leave College premises such as Lego, Board Games, Chess and Draughts
- LGBT+ student group
- Friendship Group
- Anti Bullying themed EDI week that focused on Neurodiversity
- International Women's Day
- College Foodbank
- Distribution of free sanitary products



## VALUING OUR COLLEGE GROUP COMMUNITY - STAFF

### We value our staff

At the College Group we value our staff and the contribution that everyone makes to the success of our College Group. We are committed to being the employer of choice in the area. For this reason we offer fantastic support for all of our staff and staff development is encouraged throughout all departments.

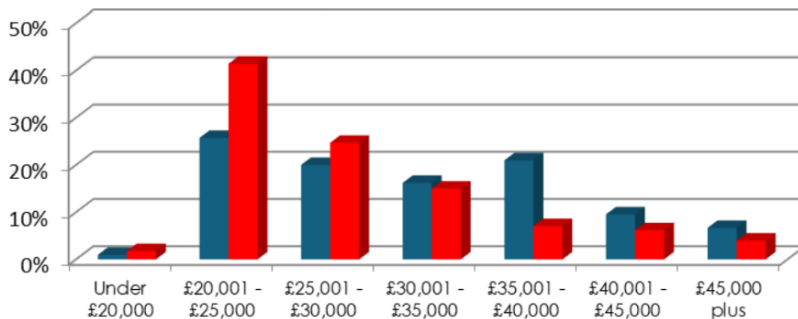
We offer a family friendly environment and support staff so that they get the best out of their job and their time here. Many of the team have been here for many years, growing with us and progressing on to new challenges and roles.

### Age and Gender

The table below shows the spread of College Group staff split by age and gender.

Age Range	Male				Female			
	2022/23		2021/22		2022/23		2021/22	
	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%
16 -24	5	1.51%	1	0.29%	4	1.20%	2	0.58%
25 -39	23	6.93%	30	8.70%	52	15.66%	62	17.97%
40 - 59	50	15.06%	50	14.49%	131	39.46%	128	37.10%
60 - 74	27	8.13%	35	10.14%	39	11.75%	35	10.14%
75+	0	0.00%	0	0.00%	1	0.30%	2	0.58%
<b>Total</b>	<b>105</b>	<b>31.63%</b>	<b>116</b>	<b>33.62%</b>	<b>227</b>	<b>68.37%</b>	<b>229</b>	<b>66.38%</b>

The chart to the right shows the gender profile of staff across Management, Lecturing and Business Support.

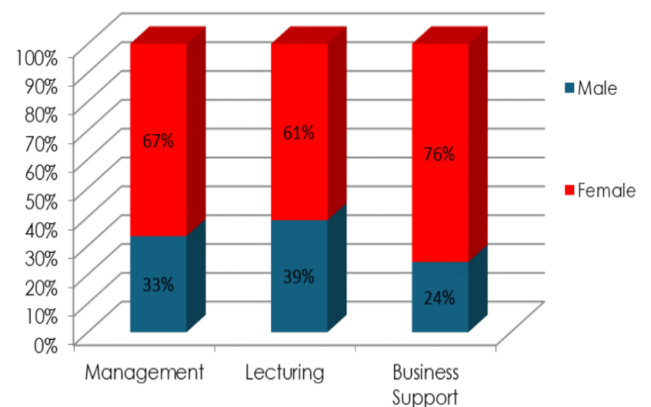


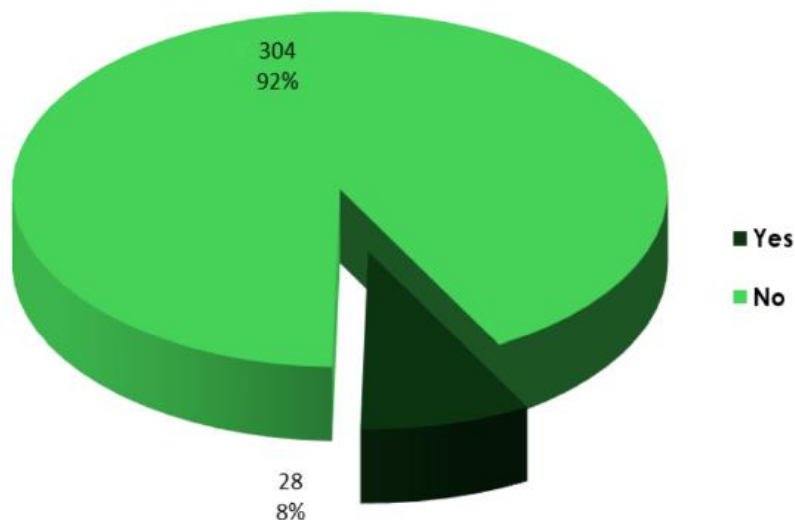
The chart to the left indicates full time equivalent salaries by gender

## VALUING OUR COLLEGE GROUP COMMUNITY - STAFF

### Disability

The chart below shows the College Group staff profile by disability.





8% of the College Group staff have declared a disability, compared to 9% on 2021/22. In recognition of the College Group's commitment regarding the employment, retention, training and career development of disabled employees, the Department for Work and Pensions have awarded Southport Education Group the Disability Confident Employer symbol.

In using the Disability Confident Employer symbol, the College Group 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

## VALUING OUR COLLEGE COMMUNITY - STAFF

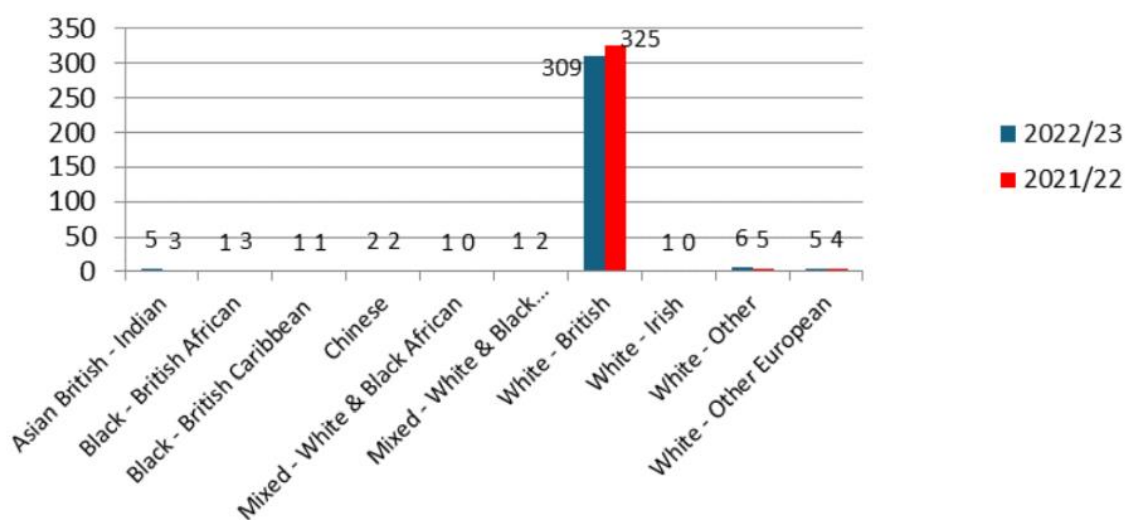
### Gender Reassignment

This information was collated from staff, and job applicants, for the first time in 2011.

There are no staff at the College who have declared that they are transgender and no staff issues have been raised in relation to this particular group.

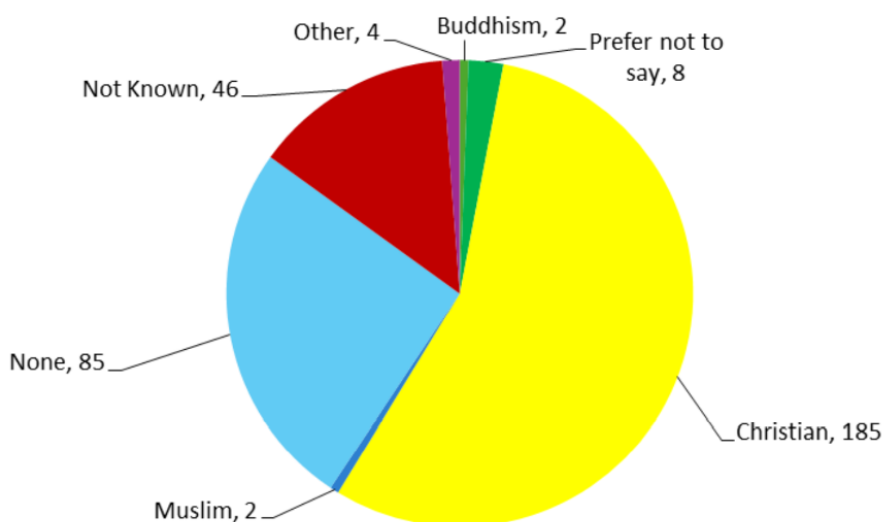
## Race

309 (93%) of the College Group staff declared that they are White – British – this figure was 325 (94%) in the previous year. The chart below shows the College Group's staff by race.



## Religion and Belief

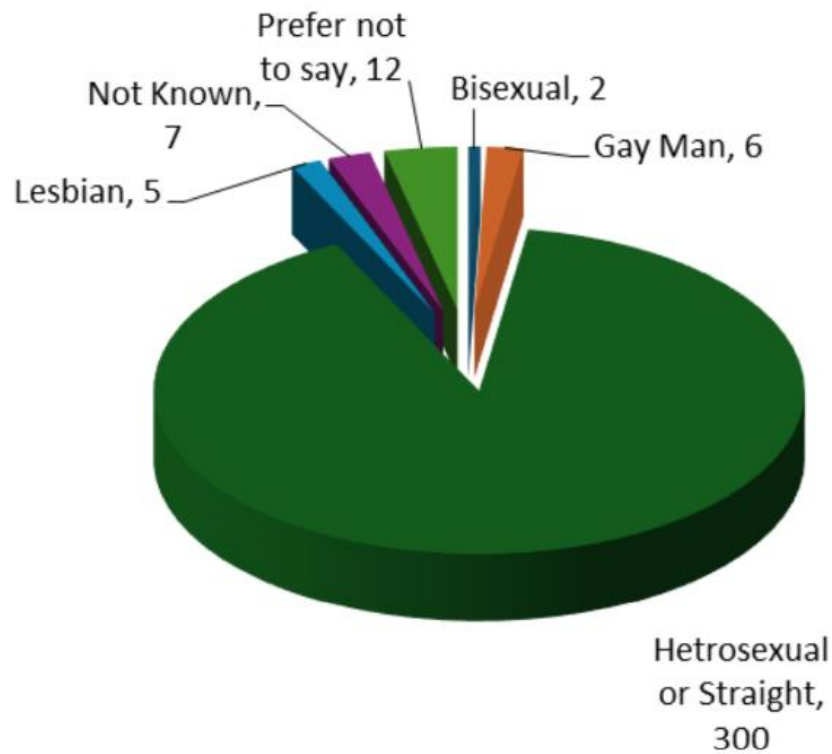
The chart below shows the College's staff representation by religion and belief.



## VALUING OUR COLLEGE COMMUNITY - STAFF

## Sexual Orientation

The chart below shows the staff profile by sexual orientation.



## Disciplinary Policy and Grievance Procedure

The College Group 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.

## Disciplinaries

The College Group's Disciplinary procedure was invoked on 2 occasions during 2022/23. This was in relation to 2 male members of staff.

## Grievances

1 female member of staff invoked the College Group's Grievance Procedure during 2022/23

## GENDER PAY REPORTING

The College Group fully supports the principle of staff being given equal access to opportunities and being treated with dignity and respect in the workplace which includes equal pay for work of equal value.

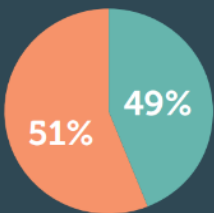
The College Group operates an open and transparent pay structure and has fair recruitment processes, policies and training to ensure there are no gender biases in pay for employees on the same grades or in the recruitment of staff.

Quartile

The College employs significantly more female staff than male staff both overall and across all quartiles.



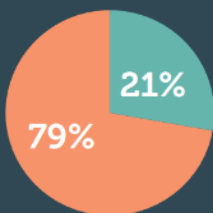
Upper  
(75 – 100%)



Upper Middle  
(50 – 75%)



Lower Middle  
(25 – 50%)



Lower  
(0 – 25%)



Mean Gender Pay Gap	15.6%
Median Gender Pay Gap	20.9%
Mean Bonus Gender Pay Gap*	0%
Median Bonus Gender Pay	0%

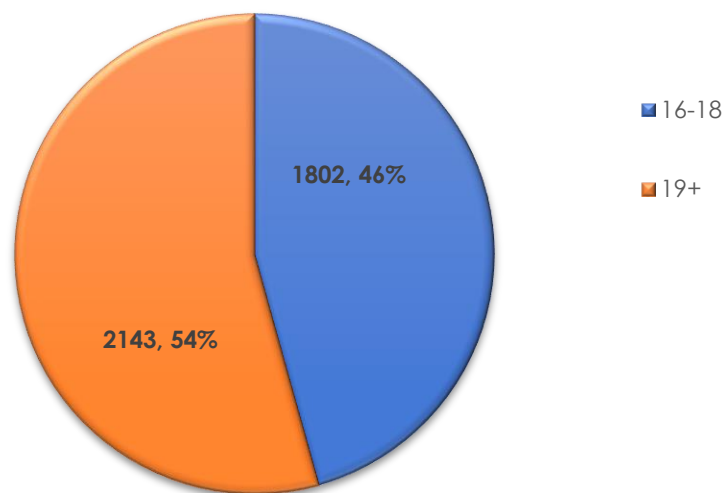
\*Not applicable to Southport College, as there isn't a bonus payment system in operation.

There is an overall mean gender pay gap of **15.6%**  
The key reason for this difference is that there are significantly more female staff than male staff across part time, term time only, administrative and learning support posts most of which fall within Quartile 1 of the organisational gender profile.

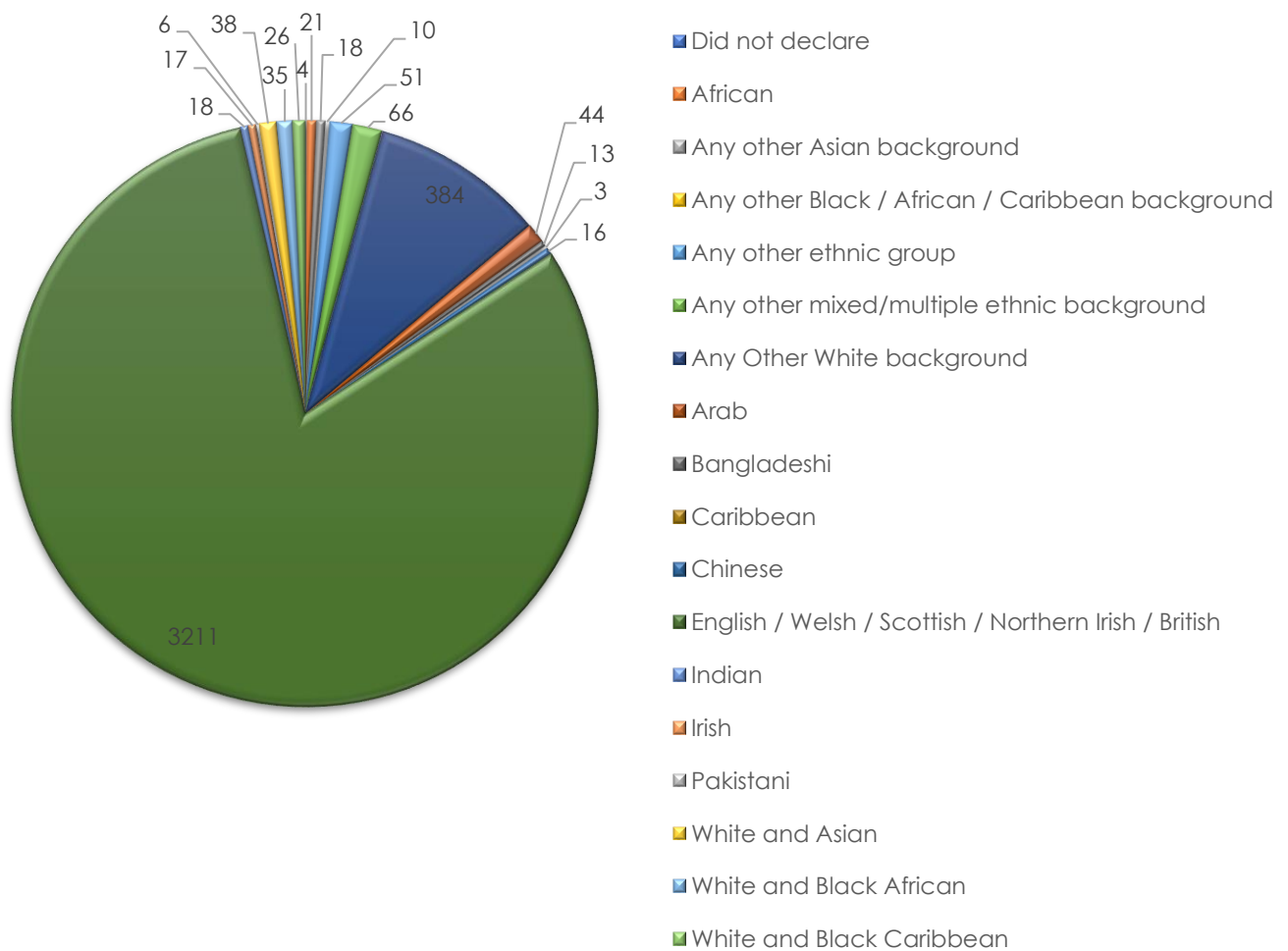
The College will continue to monitor this disparity and identify whether there are any specific reasons for it and whether there are any actions that can be taken to encourage more males to take up positions both overall across college and particularly for roles in Quartile 1.

Note: The information contained in this document is correct at time of print.

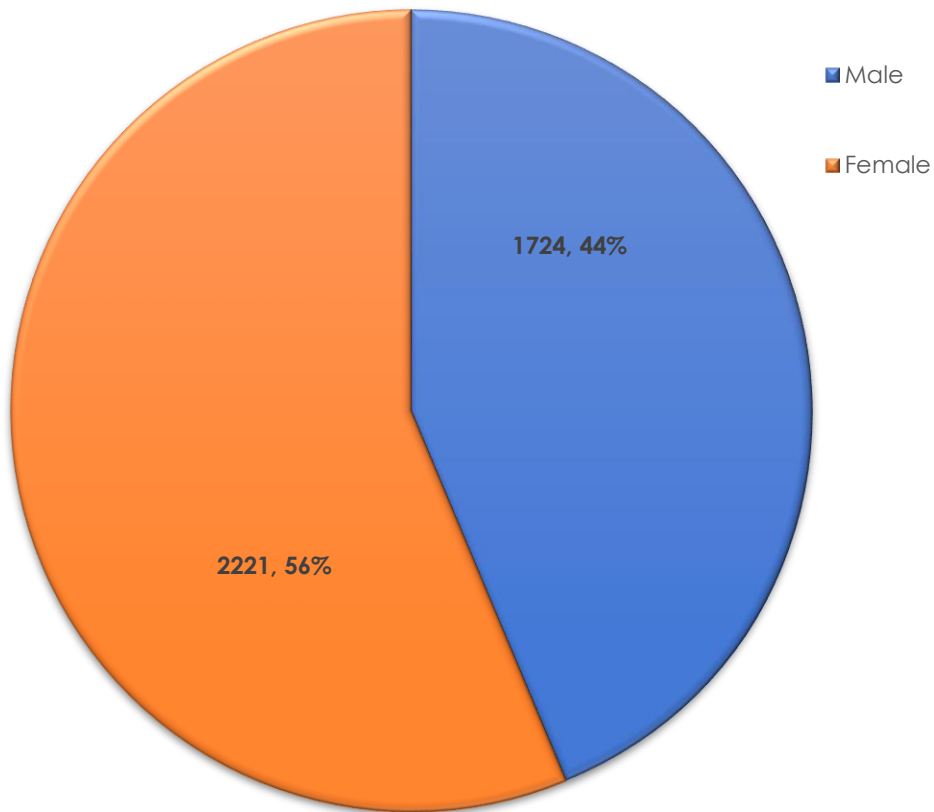




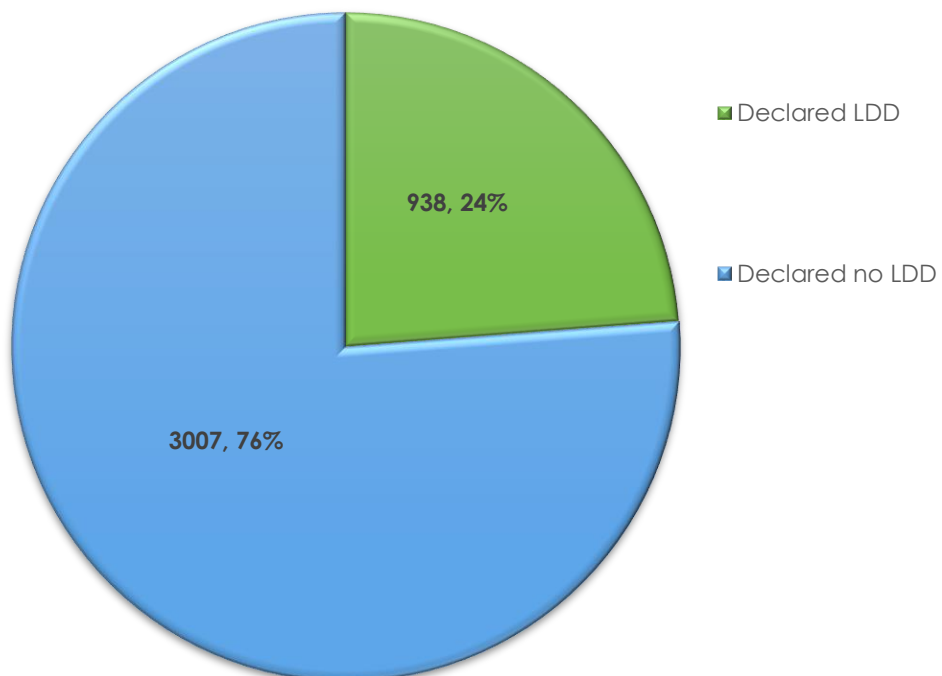
### All student ethnicity profile:



### All student sex profile:



**All student disability profile:**



**COMPLIMENTS, COMMENTS AND COMPLAINTS**

The College Group 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 Equity and Diversity Committee. Formal incidents of complaints received from students are analysed by sex, 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.

2022/23	
<b>No. of complaints received</b>	19
<b>No. related to EDI</b>	5

As a result of the complaints that related to equity and diversity issues, actions arising from these included:

- Additional training for staff
- Review of policies and procedures
- Improved communication
- Student moved group

### Profile of complaints

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

- A parent disagreed with a conduct decision
- A parent was disappointed that their son's chosen course was not an offering at the College Group
- a parent felt their son's new tutor did not fully understand his learning profile

### Profile of compliments

Not all compliments are forwarded to SLT so are not all recorded, staff are encouraged to share. Compliments received were related to equity and diversity and included:

- A parent contacted the Principal to thank her for the perseverance of College staff to secure a positive outcome for their daughter
- A placement provider reported that they had been delighted to a part of a student's journey and how much they had seen him grow across the year
- A parent reported that the support provided in College had changed their family life, as their young person was now so much happier in their education.

## STUDENT VOICE

## Student Survey Feedback

94% of students agreed that 'The College Group encourages respect of those with different backgrounds, faiths and beliefs'

95% of students agreed that 'Students from different backgrounds, faiths and beliefs work well together'

90% of students agreed that 'The College has helped me to understand the importance of treating everybody fairly and with respect'

96% of students agreed that they knew how to keep themselves safe on the internet.



Learner Voice Positive comments relating to EDI:

- The free travel pass is really helpful
- We are made to feel included
- Staff treat us as equals
- We appreciate the free sanitary products
- We have good facilities with gender neutral toilets
- The Game Zone has created a calm and relaxed environment
- There are lots of quiet spaces to go and relax or study

## OUR COMMITMENT TO AN INCLUSIVE ENVIRONMENT

Our mission is to provide outstanding education and training for individuals and employers. 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 Group we are constantly looking for opportunities to work with specialists in the field and to share good practice.

We work closely with Local Authority SEND Teams, Social Care, Health Care and Sefton Inclusion Team, who regularly visit College sites to assess accessibility across all areas.

## **Learning Support**

There is a highly effective Learning Support Team at Southport Education Group based in the Learning Support Hub at each campus with provision including:

- 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
- Individual student support plans
- Individual transition packages

All of which has led to our high needs and SEND students consistently achieving above the College Group average.

## **Student 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 safeguarding issues such as Prevent, Hate Crime and Cyber Bullying.

## **Faith Room**

In collaboration with students, the College Group has a Faith Room which is a multi-faith area for all students and staff to use.

## **FURTHER INFORMATION**

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

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Southport College

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Southport

Merseyside

PR9 0TT

Or email: [hayesv@southport.ac.uk](mailto:hayesv@southport.ac.uk)

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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.