



Southport
Education
Group

Equity, Diversity and Inclusion

Annual Report 2023/24

Vision:

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

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:

- Enrolled students
- Former students
- Prospective students
- Link students
- Employees
- Ex employees
- Job applicants
- Governors
- Contractors
- Partners
- Clients
- Visitors



OUR EQUITY, DIVERSITY AND INCLUSION OBJECTIVES

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.

Progress against Equity, Diversity and Inclusion objectives in 2023/24

Leaders and Managers regularly monitor retention and achievement throughout the academic year. Performance Boards and Retention Panels take place monthly, High Needs Panels are held termly and Departmental Self-Assessment Reports are presented and reviewed annually. Examples of monitoring include:

1. In 22/23 non-BME learners achieved 7% less well than their BME counterparts. In 23/24 the achievement gap remained at 7% and has been added to performance boards for closer monitoring.
2. In 23/24 the achievement gap for learners in receipt of Free College Meals was closed, with learners achieving +2% when compared to their counterparts.
3. In 23/24 all High Needs learners access work related activities, which could include work placement, volunteering, Realistic Working Environment sessions such as Clouds Restaurant. This is reported upon at High Needs Panels, which are held termly.
4. Learner led EDI training has been introduced which has included 'Me and My FASD' and 'Me and My FND' delivered to teaching and support staff.

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 2023/24.

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 Deputy Principal and attended by the group Support Heads. 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.
- Review and monitor policies and procedures to ensure compliance and accessibility.

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

- Mental health
- Anti bullying
- Prevent
- International Women's Day
- Disability
- Safer internet
- Black history
- LGBT+ history
- Sexual health
- Hate crime

Other activities aimed to promote EDI include but are not limited to:

- Continued provision of ICT for staff and students, including accessibility software.
- Life Hack Academy – 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
- Celebrating Diversity themed EDI week that focused on Race
- International Women's Day
- College Foodbank
- Distribution of free sanitary products
- Remembrance Day
- Anti-Bullying Week
- White Ribbon Day



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.

Regulation 3 of The Equality Act 2010 (Specific Duties) Regulations 2011 requires Colleges to publish annually information to demonstrate compliance with the general Equality Duty. This includes information relating to employees who share a relevant protected characteristic who are affected by their policies and practices.

Age and Gender

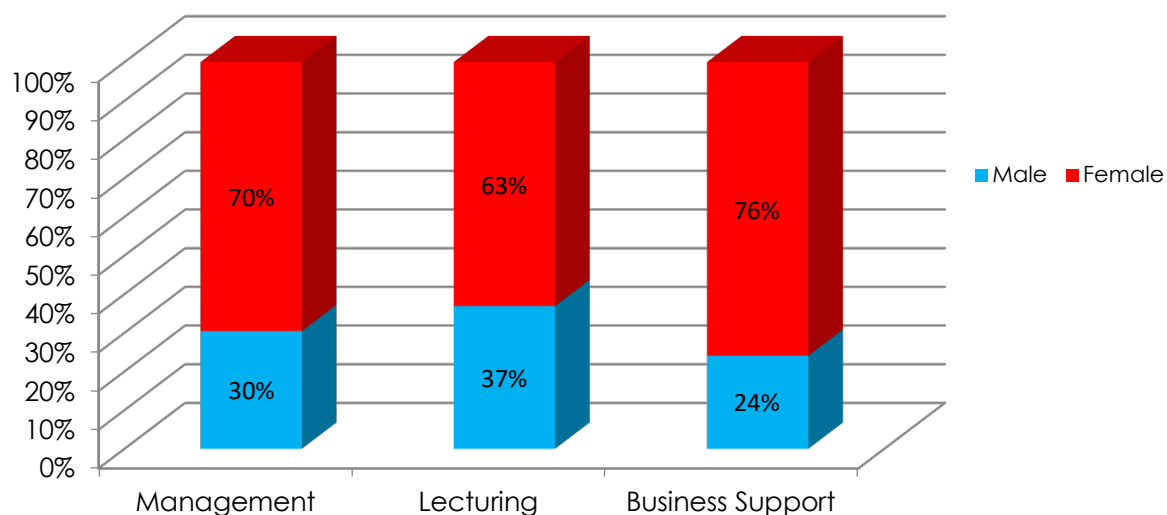
The table below shows the spread of College Group staff split by age and gender.

Age Range	Male				Female			
	2023/24		2022/23		2023/24		2022/23	
	Number of Employees	%	Number of Employees	%	Number of Employees	%	Number of Employees	%
16 -24	7	2.22%	5	1.51%	6	1.90%	4	1.20%
25 -39	23	7.30%	23	6.93%	48	15.24%	52	15.66%
40 - 59	39	12.38%	50	15.06%	125	39.68%	131	39.46%
60 - 74	25	7.94%	27	8.13%	40	12.70%	39	11.75%
75+	0	0.00%	0	0.00%	2	0.63%	1	0.30%
Total	94	29.84%	105	31.63%	221	70.16%	227	68.37%

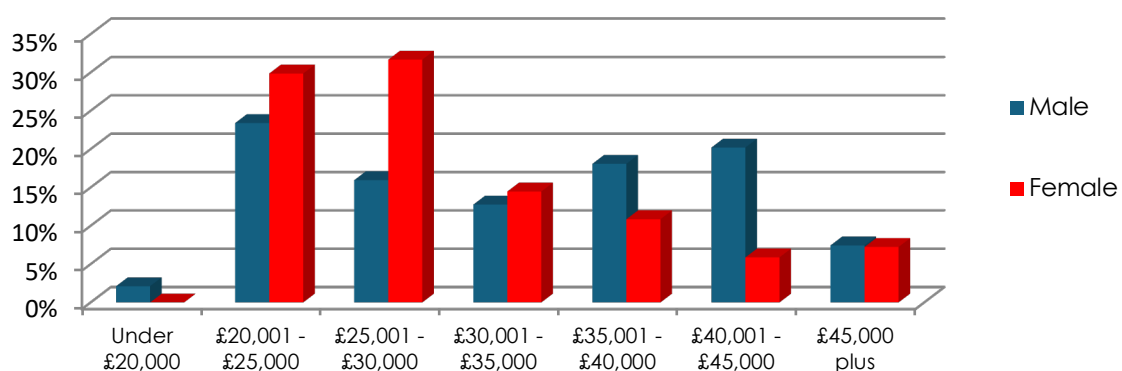
There has been little change in the gender split of staff employed at the College in 2023/24 compared to 2022/23.

VALUING OUR COLLEGE GROUP COMMUNITY - STAFF

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

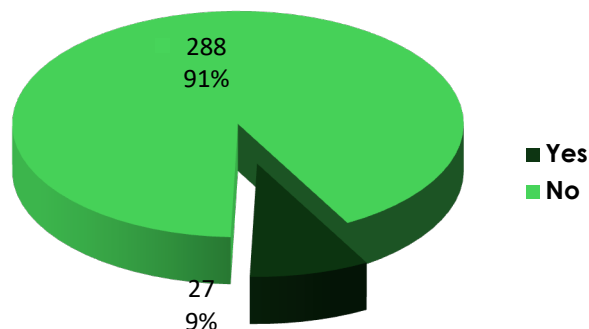


The chart below indicates full time equivalent salaries by gender.



Disability

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



9% of the College staff have declared a disability (8% in 2022/23).

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.

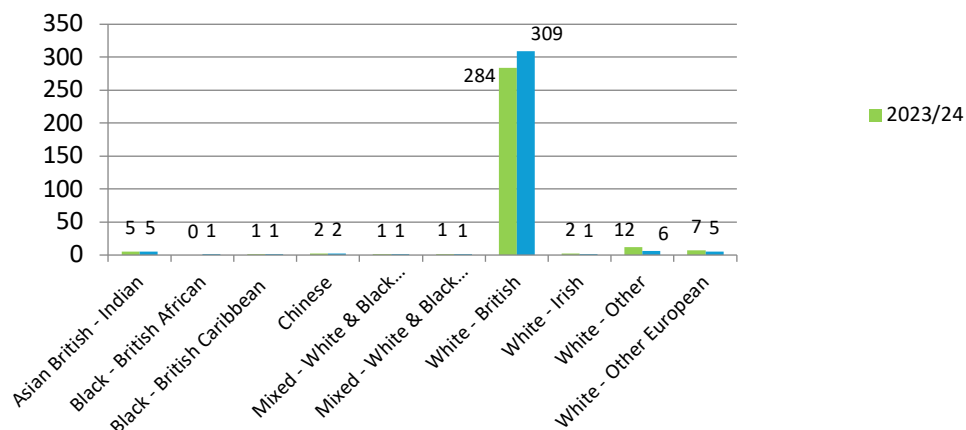
Gender Reassignment

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.

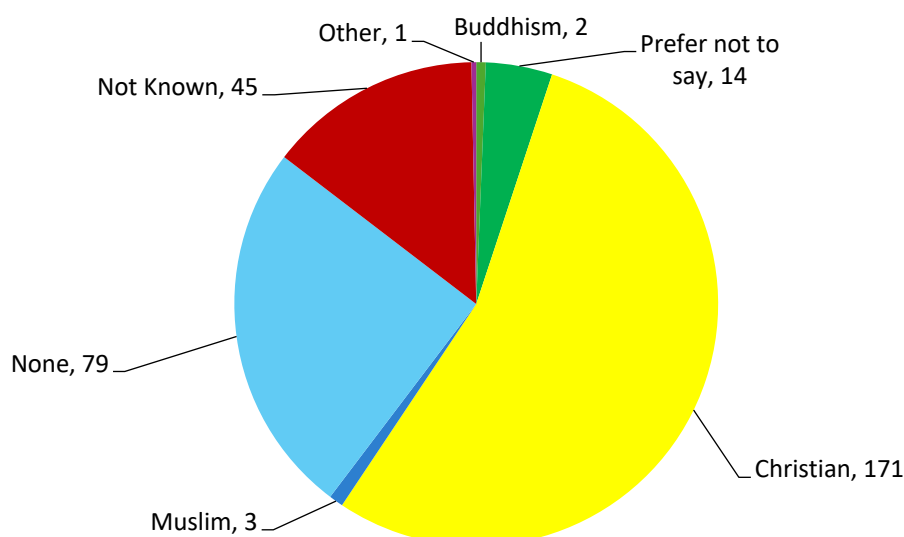
Race

284 (90%) of College staff declared that they are White – British – this figure was 309 (93%) the previous year. The chart below shows the College's staff profile by race.



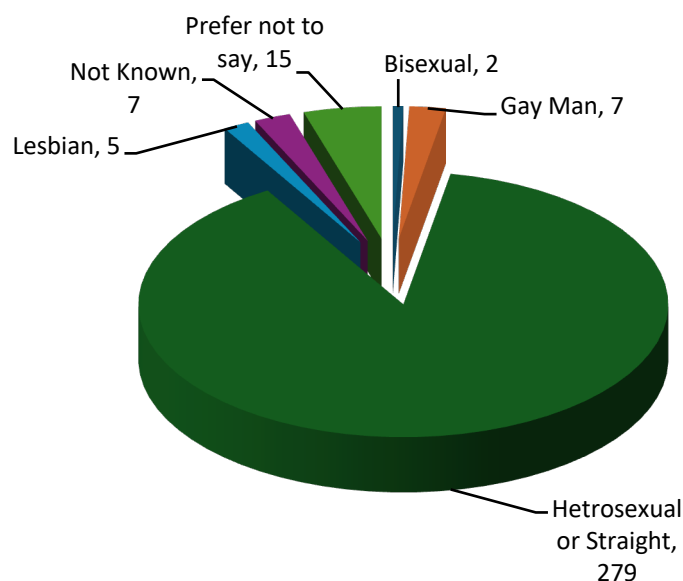
Religion and Belief

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



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.

Grievances

4 female members of staff invoked the College's Grievance Procedure during 2023/24.

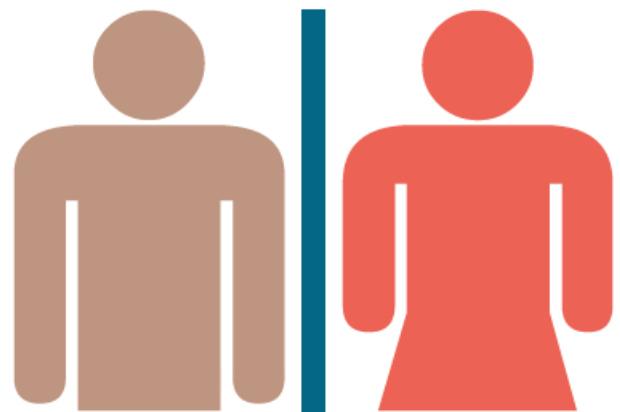
Disciplinaries

The College's Disciplinary procedure was invoked on 3 occasions during 2023/24 – 2 were in relation to male members of staff and 1 in relation to a female member of staff.

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.

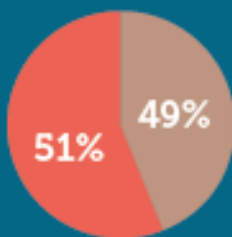


Quartile

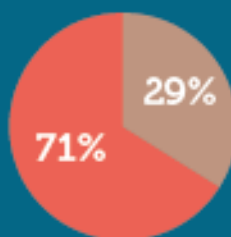
The College employs significantly more female staff than male staff both overall and across all quartiles.

■ Male ■ Female

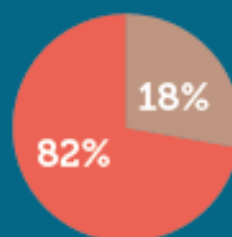
Upper
(75 – 100%)



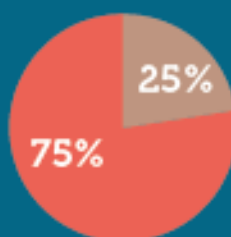
Upper Middle
(50 – 75%)



Lower Middle
(25 – 50%)



Lower
(0 – 25%)



Mean Gender Pay Gap	15.1%
Median Gender Pay Gap	23.2%
Mean Bonus Gender Pay Gap*	0%
Median Bonus Gender Pay	0%

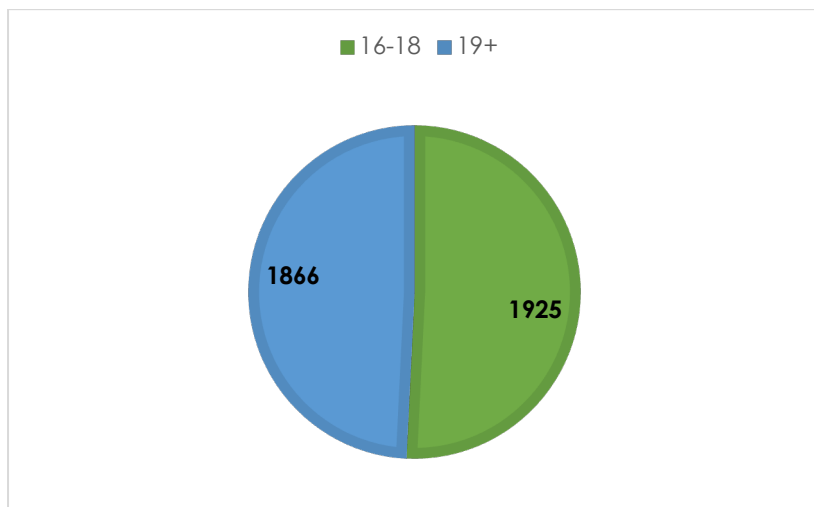
*Not applicable to Southport College, as there isn't a bonus payment system in operation.

There is an overall mean gender pay gap **15.1%**

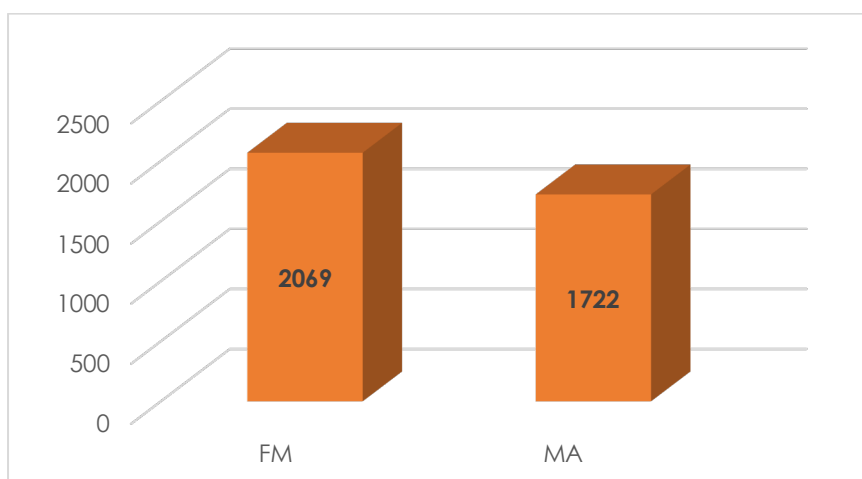
The key reason for this difference is that there are significantly more female staff than male staff across part time, term time only, administrative and learning support posts most of which fall within Quartile 1 of the organisational gender profile.

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.

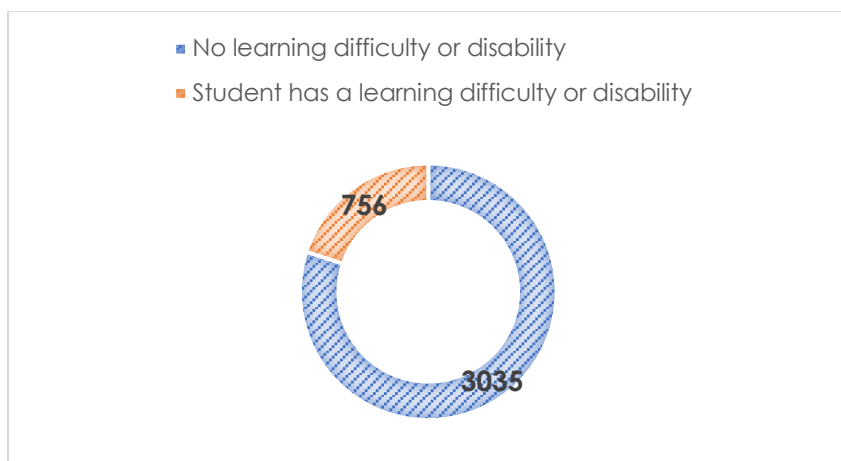
All student age profile 2023/24:



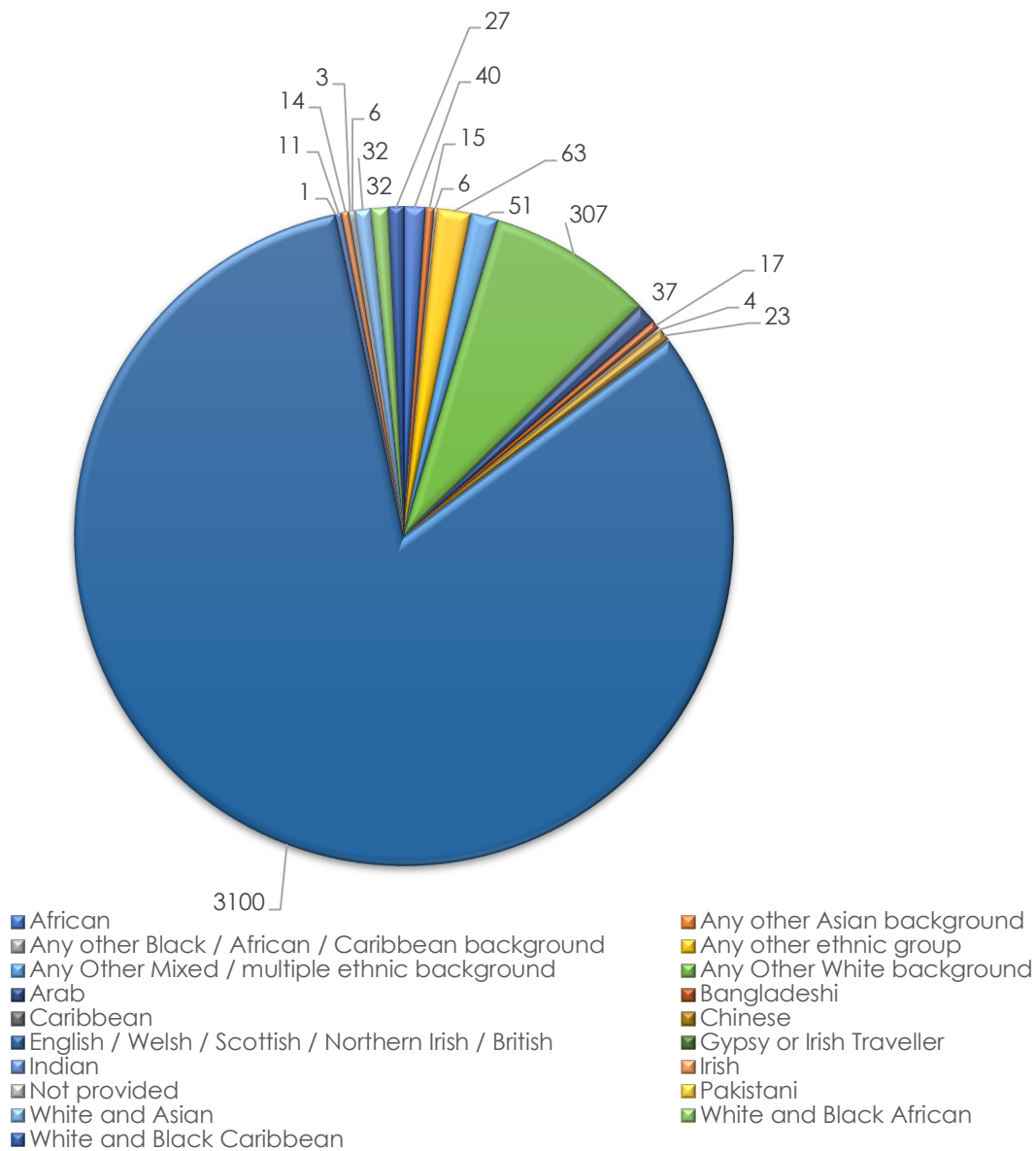
All student sex profile 2023/24:



All student disability profile 2023/24:



All student ethnicity profile 2023/24:



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.

2023/24	
No. of complaints received	18
No. related to EDI	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
- Change of work experience provider

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 felt that a tutor did not understand their daughter's needs when communicating with her.
- A carer wanted clarification around adapted accommodation for a residential trip
- A parent felt that their son had been disadvantaged during work experience

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 thanking college staff for supporting their young person through their journey and encouraging them to be independent.
- Parental feedback stated 'you gave him back his hope' after a visit.
- A student thanked support staff for always encouraging him, helping him gain his qualifications which allowed him to progress to his first choice University.

Student Survey Feedback

In 2023/24, 1258 students completed the end of year survey. Below are examples of their responses.

- 96% of students agreed that 'Students from different backgrounds, faiths and beliefs work well together'
- 95% of students agreed that 'The College encourages respect of those with different backgrounds, faiths and beliefs'
- 94% of students agreed that 'The College has helped me to understand the importance of treating everybody fairly and with respect'
- 98% of students agreed that they knew how to keep themselves safe on the internet.
- 95% of students agreed that 'Assessment of my work is fair'



Learner Voice Positive comments relating to EDI:

- Tutors are supportive
- The Learning Support Hub is a relaxing space
- The travel bursary is helpful
- The Enrichment Hub is a great space
- Progress sessions are beneficial and diverse
- We have access to lots of useful equipment
- UCAS support is useful

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
- 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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Merseyside

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If you would like this publication in an alternative format please contact Student Services on 01704 500606 to discuss your needs.



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.