

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

Director of Teaching & Learning and External Relations
Southport College
Mornington Road
Southport
Merseyside
PR9 0TT
Or email: hurstn@southport.ac.uk

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

Southport College
Mornington Road
Southport
Merseyside
PR9 0TT

Tel: 01704 500606

Web: www.southport.ac.uk



Working for You

Equality, Diversity & Inclusion at Southport College



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.

Mission

Working in partnership to provide outstanding education and training for individuals and employers

Southport College is a well-established independent further education college providing a diverse programme of education and training to a variety of learners across 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 BTECs, NVQs, CACHE awards and City & Guilds qualifications, in a wide range of subjects from Hair & Beauty Studies or Forensic Science to Childcare or Games Design & Animation. The College also works closely with employers to offer a broad 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 students back into employment, improve their career prospects or provide a route to higher education. A growing number of 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.

Over the last 10 years we have invested over £16.8 million of our own resources into improving the learning environment for all of our students with many exciting plans for the future; with the aim of making Southport College the first choice for high quality training and education.



John Clarke, Principal



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 and are also linked to our own College website at 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
- ✓ Dyslexia 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 90%.

Students' Conduct

Issues of bullying and conduct are dealt with effectively and due to an early intervention approach reported incidents of bullying are low (6 in 2018/19). There is a targeted approach to raising students' awareness of cyber bullying. 97% of students reported they felt safe at College in the end of year survey 2018/19.

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 2018/19:

“98.60% of students said they would recommend their course to a friend. ,,”

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 Equality and Diversity week, and through live projects for local/national charities and close working partnerships with local organisations, e.g. Connect students running weekly fruit and veg stall, 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 continues to develop highly effective links with employers. In 2018/19 over 1000 students undertook 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 2018/19

- ✓ The overall achievement rate (AR) in 2018/19, excluding English and maths, is 86% (2014/15 87%, 2013/14 87%, 2013/12 84%). The overall AR, including English and maths, is in line with national rate at 82% (2014/15 82%).
- ✓ The overall AR for 16-18 main programmes is excellent at 87% (2014/15 88%, 2013/14 87%). At every level, achievement rates are above national rate. The overall AR for Level 3 is outstanding at 88% (2014/15 88%, 2013/14 85%, 2012/13 77%).
- ✓ The achievement rate for high needs learners is outstanding (2018/19 - 21 learners AR 90%, 2014/15 - 20 learners AR 95%)
- ✓ Apprenticeship AR improved in 2018/19 to 72% (2014/15 64%, 2013/14 71%) which is 2% above NR (70%). Timely achievement has increased significantly from 31% to 50% (NR 59%) in 2018/19 but this remains an area for development.
- ✓ The large majority of full time learners progress to higher qualifications or into employment. In 2018/19 264 full time learners progressed to higher education courses (289 in 2014/15, 295 in 2013/14). Progression for full time 16-18 diploma students is good with 56% progressing to higher education (2014/15 49%). For 16-18 year olds the overall progression rate to further training, education or employment is currently 91% (2014/15 92%).

Our commitment to an inclusive environment

Our mission is to work in partnership to provide high quality 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 we are constantly looking for opportunities to work with specialists in the field and to share good practice.

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

Our commitment to Equality, Diversity and Inclusion applies to everyone:

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

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 Profile

Age	13/14 (%)	14/15 (%)	15/16
16-24	2.7	2.7	2.2
25-39	22.9	21.0	19.2
40-59	62.8	63.8	67.7
60-74	11.2	12.1	10.9
75+	0.4	0.4	0

Southport College Staff Gender Profile

	13/14 (%)		14/15 (%)		15/16 (%)	
	Male	Female	Male	Female	Male	Female
%	32.9	67.1	31.5	68.5	31.6	68.4

There has been little change in the gender split of staff employed at the College over the last 3 years. The table below shows the gender profile of staff across Management, Lecturing and Business Support.

Year	Management (%)		Lecturing (%)		Business Support (%)	
	Male	Female	Male	Female	Male	Female
2013/14	39	61	32	68	31	69
2014/15	39	61	31	69	31	39
2018/19	53	47	34	66	30	70

Whilst 68.5% 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:

“ The library has the best atmosphere and all the staff are so kind, helpful and accommodating ”

Southport College Student Ethnicity Profile

16-18	13/14	%	14/15	%	15/16	%
White British	1819	98.9	1499	98	1430	97.7
Not white British	20	1.1	30	2	34	2.3
Not declared	0	0	0	0	0	0
19+					15/16	%
White British	2609	94.3	1828	93.8	1927	93.5
Non-white British	159	5.7	121	6.2	134	6.5
Not declared	0	0	0	0	0	0

Southport College Student Widening Participation Profile

16-18	13/14	%	14/15	%	15/16	%
Learners from deprived areas	515	28	347	22.7	319	21.8
Learners from non-deprived areas	1324	72	1182	77.3	1145	78.2
19+					15/16	%
Learners from deprived areas	990	35.8	629	32.3	686	33.3
Learners from non-deprived areas	1778	64.2	1320	67.7	1375	66.7

Student comment:

“ I have enjoyed every aspect of the course I have just completed. My tutor is an inspiration. ”

Southport College Student Disability Profile

16-18	13/14	%	14/15	%	15/16	%
Declared a disability or Learning Difficulty	478	26	381	24.9	383	26.2%
Declared no disability or Learning Difficulty	1353	73.6	1138	74.4	976	66.7%
Not declared	8	0.4	10	0.7	105	7.1
19+	13/14	%	14/15	%	15/16	%
Declared a disability or Learning Difficulty	338	12.2	267	13.7	251	12.2
Declared no disability or Learning Difficulty	2395	86.5	1665	85.4	1778	86.3
Not declared	35	1.3%	17	0.9%	32	1.5%

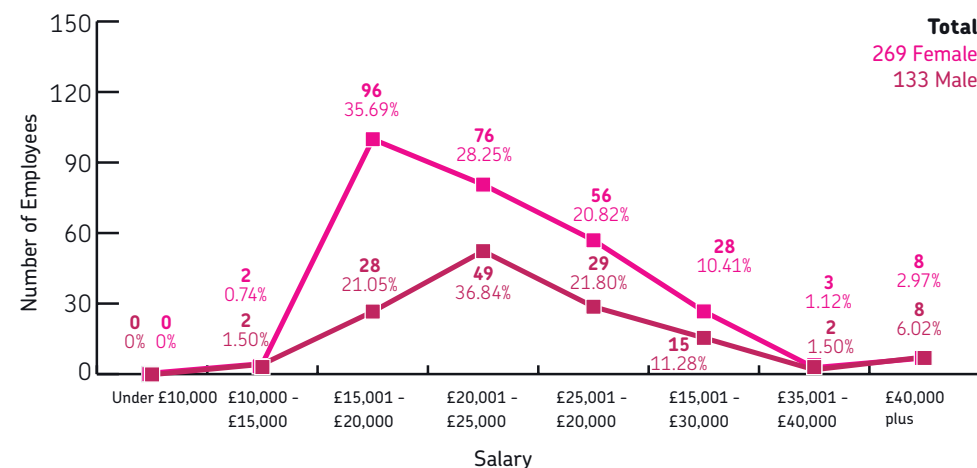
In the Start of Year Student Survey 2018/19:

“ 97% of students said they felt safe in College ”

Southport College staff by salary range and gender

Whilst 66.9% 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.

Age Range	Male Employees				Female Employees				Total			
	2014/15		2018/19		2014/15		2018/19		2014/15		2018/19	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
16-24	5	1.12	2	0.05	7	1.57	7	1.74	12	2.7	9	2.2
25-39	20	4.47	22	5.47	74	16.55	55	13.68	94	21.0	77	19.2
40-59	93	20.81	89	22.14	192	42.95	183	45.52	285	63.8	272	67.7
60-74	21	4.70	20	4.98	33	7.38	24	5.97	54	12.1	44	10.9
75+	1	0.22	0	0%	1	0.22%	0	0%	2	0.4%	0	0
Total	140	31.32	133	38.08	307	68.68	269	66.92	447	100	402	100



Employer Comment:

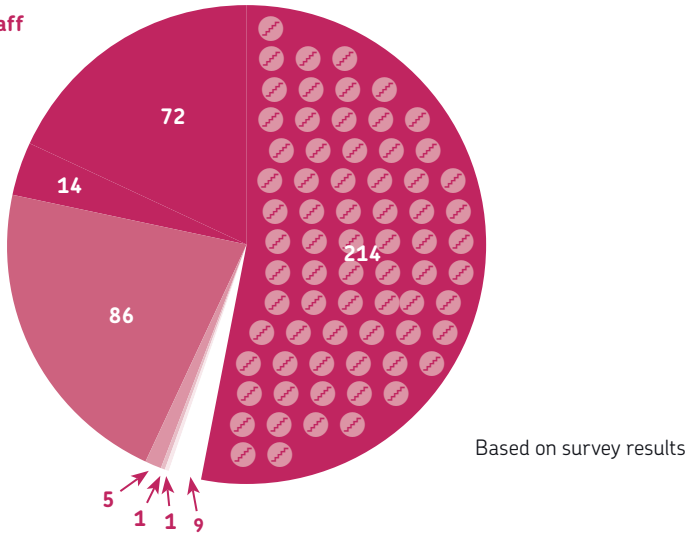
“ Student was fabulous! Extremely pleasant and genuinely interested in the work we do. Great listening skills and very good at building relationships with staff. Student was offered a job! ”

Southport College Staff Disability Profile

Year	2013/14 (%)		14/15 (%)		15/16(%)	
Disability	Yes	No	Yes	No	Yes	No
%	3.7	96.3	4.0	96.0	4.0	96.0

Southport College Staff Religion/Belief Profile
This information was collated from staff in 2018/19.

Religion - Number of staff



Religion	2014/15		2018/19	
	No. of staff	%	No. of staff	%
Christian	202	45.19	214	53.23
Other	9	2.01	9	2.24
Judaism	2	0.45	1	0.25
Muslim	1	0.22	1	0.25
Atheist	3	0.67	5	1.24
None	83	18.57	86	21.39
Prefer not to say	14	3.13	14	3.48
Not known	133	29.75	72	17.91
Total	447	100	402	100

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 2013/14	College 2013/14 (%)	No.of students 2014/15	College 2014/15 (%)	No.of students 2018/19	College 2018/19 (%)
White	97.96	4434	96.1	3328	95.7	3359	95.2
Not white	2.04	179	3.9	151	4.3	168	4.8
Not declared	N/A	0	0	0	0	0	0

Southport College All Student Age Profile

	13/14	%	14/15	%	15/16	%
< 16	6	0.1	1	0.1	2	0.1
16-18	1839	39.9	1529	43.9	1464	41.5
19+	2768	60	1949	56.0	2061	58.4

Southport College All Student Gender Profile

	13/14	%	14/15	%	15/16	%
Male	2084	45.2	1555	44.7	1643	46.6
Female	2529	54.8	1924	55.3	1884	53.4
Total	4613	100	3479	100	3527	100

Profile of student complaints

We are currently only able to analyse the profiles of students who have made complaints. During 2018/19 a total of 33 complaints of which 23 were received directly from students

Complaints received by ethnicity

	White British	White Any other White background	White & Black Caribbean	Mixed/Multiple ethnic group Other
No. of complaints	23	0	0	0

Complaints received by gender and age

	16-18	19+	Total
Female	3	11	14
Male	2	7	9

Complaints by disability

	Total
Other	2
Total	2

Complaints by learning difficulty

	Total
Dyslexia	5
Other	1
Total	6

In the Higher Education End of Year Student Survey 2013/14:

100% of students feel that the College values equality and diversity

Southport College Staff Sexuality Profile

	2014/15		2018/19	
	Number of staff	% of respondents	Number of staff	% of respondents
Heterosexual	304	68.01	240	59.70
Prefer not to say	9	2.01	11	2.74
Gay man	5	1.12	4	1.0
Lesbian	2	0.45	2	0.5
Bisexual	1	0.22	0	0
Not known	126	28.19	145	36.06
Total respondents	447	100	402	100
Non - respondents	NA	NA	NA	NA

Southport College Staff Ethnicity Profile

	Sefton Metropolitan District profile 2016 (%)	2013/14 (%)	2014/15 (%)	2018/19 (%)
White-British	97.96	97.5	97.1	96.3
Non white-British	2.04	2.5	2.9	3.7

Gender Reassignment

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

In 2018/19 no members of staff at the College declared that they were transgender and no staff issues were raised in relation to this particular group.

HoD Comment:

“ Thank you to all the dyslexia support team for the work they do with our students. „

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 2018/19 the College's Disciplinary procedure was invoked on four occasions.

	Male	Female
	Head Count	Head Count
2013/14	2	1
2014/15	2	1
2018/19	2	2

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 2018/19, five incidents have been resolved through this process.

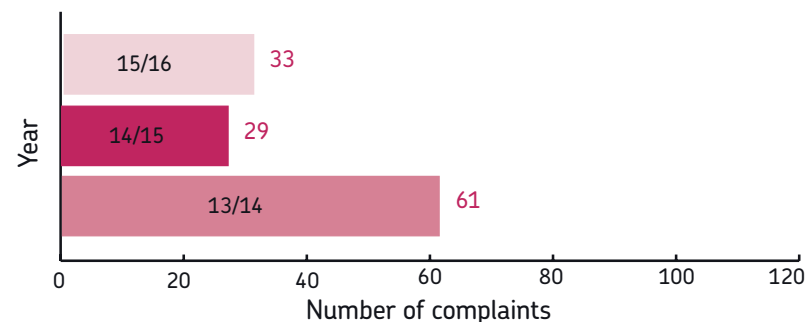
	Male	Female
	Head Count	Head Count
2013/14	1	1
2014/15	2	3
2018/19	3	2

School Teacher Comment:

“ Thank you for such a successful Art workshop at St Bede's Catholic High School. The children thoroughly enjoyed it and so did all the staff.”

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.



The nature of these complaints was diverse and ranged from those which were easily addressed to others being more in depth. There were 10 complaints received relating to equality and diversity issues. Actions arising from these included:

- Reviewing the enrolment process
- Revisions to teaching approaches for students with learning difficulties and disabilities

Profile of student complaints

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The nature of these complaints was diverse and ranged from those which were easily addressed to others being more in depth. There were 10 complaints received relating to equality and diversity issues. Areas under investigation included:

- Student felt admissions process was unfair
- The way students felt their conduct had been treated
- Alleged conduct of staff

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.