

Public Sector General Equality Duty

Report 2017-18 and Equality Data

INTRODUCTION

Information in relation to student achievement and progress is analysed by gender, race, disability and disadvantage on an annual basis. This is done in order to identify any areas of performance that indicate an emerging issue, and to initiate action planning to address these concerns.

Staffing information is analysed by race, gender, disability and age. This analysis includes applicants for posts at the college, and informs personnel practice.

STUDENTS

In terms of gender, male achievement rates are 1.6% above female achievement rates. This is the first time in four years that males have outperformed females.

Overall achievement rates for non-White British students are 0.4% above White British. This gap has narrowed in the last three years demonstrating no significant differences between outcomes by ethnicity.

Achievement rates by disability show outcomes for students with no learning difficulty 8.7% higher than those with a learning disability. Extra staff have been employed in the study support department and we continue to endeavour to reduce this gap.

The achievement rates by disadvantage, demonstrated with those students claiming Bursary, show that in 2017/18 the College continues to be effective in narrowing the potential gaps arising from deprivation factors. This was particularly significant at Level Three as this constitutes the vast majority of qualification aims. Here students claiming Bursary had achievement rates 3.4% higher than those not on Bursary, the second year running that this trend has occurred. Similarly 2017/18 was the first year that students with Free Meals had achievement rates higher than those not receiving Free Meals.

Achievement Rates for Disadvantaged: Bursary

	2015/16		2016/17		2017/18	
	Bursary	No Bursary	Bursary	No Bursary	Bursary	No Bursary
Level 1	63.6%	68.3%	69.5%	66.9%	63.7%	67.3%
Level 2	85.4%	85.0%	90.3%	88.0%	70.3%	78.6%
Level 3	88.7%	89.5%	90.0%	89.4%	91.0%	87.6%

Achievement Rates for Disadvantaged: Free Meals

	2015/16		2016/17		2017/18	
	Free Meal	No Free Meal	Free Meal	No Free Meal	Free Meal	No Free Meal
Level 1	57.4%	68.8%	67.6%	68.8%	55.7%	70.0%
Level 2	79.4%	87.0%	88.2%	89.5%	68.6%	77.3%
Level 3	84.3%	89.9%	88.4%	89.8%	89.0%	88.6%

2016/17 English and maths performance data also demonstrated that disadvantaged students perform well at Wilberforce College with the progress score for Maths significantly higher for disadvantaged students. All progress scores were considerably higher compared to the Hull area and England as a whole. 2017/18 data has yet to be released.

2016/17 English and Maths Progress Scores

	English		Maths	
	Not Disadvantaged	Disadvantaged	Not Disadvantaged	Disadvantaged
Wilberforce College	0.28	0.24	0.42	0.63
Hull	-0.06	0.03	-0.03	0.08
England	-0.02	0	0.07	0.07

Equality and Diversity is embedded in the culture and ethos of the college. Examples include:

1. All opportunities taken in every lesson to promote Equality and Diversity as demonstrated in learning walks and observations.
2. Speakers and visits as appropriate to ensure equality is rooted into curriculum activities.
3. A calendar of activities with Equality and Diversity Theme of the Month built in to lessons, displays and specific events.
4. Regular Student Union meetings in the new 'Union' building with elected students championing causes and providing student voice.
5. Healthy eating campaign with the student 'Seeds of Change' project including their own pizza company and healthy smoothie bar.
6. Numerous events to support charitable organisations in promoting their cause and to raise money.
7. Working with our community in projects such as students tidying up a communal garden, planting trees and creating a colourful mural for Bayswater Court, a nearby sheltered housing complex for the elderly. This project won the recent Hull Daily Mail Golden Apple Award for Community Award.
8. Ex-Students acting as Curriculum Support Mentors within the college.
9. Continuous training for staff.

STAFF

The data in this section has been gathered from the annual staff survey and information held within the College's personnel system. The data relates to gender, age ethnicity and disability.

Staff by Gender / Working Hours

Teachers as at 31st August 2018				
Grade	Full Time	Part Time	Male	Female
P 1-9, A-D, L1-L27	50	30	26	54

Support Staff as at 31st August 2018				
Department	Full Time	Part Time	Male	Female
Administration	14	11	1	24
Invigilators	0	9	3	6
Technicians	6	2	6	2
Caretakers	3	0	2	1
Library	1	0	0	1
Study Support	0	9	2	7
Marketing	1	1	1	1
Cleaners	0	17	0	17
Catering	0	7	1	6

SMT as at 31st August 2018				
	Full Time	Part Time	Male	Female
SMT	5	0	3	2

Staff by Age

Academic Year 2017-18							
	<25	25-34	35-44	45-54	55-64	>65	Total
Teacher	0	9	29	26	15	1	80
SMT	0	0	4	1	0	0	5
Admin	1	5	5	8	6	0	25
Invigilators	1	1	0	1	3	3	9
Technicians	0	3	2	3	0	0	8
Caretakers	0	0	1	1	1	0	3
Library	0	1	0	0	0	0	1
Study Support	1	4	1	1	2	0	9
Marketing	0	1	1	0	0	0	2
Cleaners	0	0	0	5	9	3	17
Catering	0	1	0	6	0	0	7

Analysis of applications to staffing posts: 2017-18

Post	Total Apps. Received	E.O Form Not Completed	Disability (1 = Y 0 = N)	M	F	White - British	White - Irish	White - Any Other	White - Other European	Asian/Asian British - Bangladesh	Asian / Asian British - Indian	Asian / Asian British - Pakistani	Asian / Asian British - Any Other	Black / Black British - African	Black / Black British - Caribbean	Black / Black British - Any Other	Chinese	Mixed - White & Asian	Mixed White & Black African	Mixed White & Black Caribbean	Mixed - Any Other	Prefer Not To Say	Any Other
Art / Engineering Technician	6	0	1	1	5	5												1					
Clerk to the Corporation	15	2	0	4	9	12								1									
Cover Supervisor	3	0	0	3		3																	
Principal	4	0	0	3	1	4																	
Student Support Officer	66	6	1	15	45	57													2				1
Study Support Tutor	15	1	1	5	9	12													2				
Principal	14	0	0	7	7	13	1																
College Business Manager	5	0	1	5	0	3	1						1										
Teacher of Health, Caring & EY	3	0	0	0	3	3																	
Student Support Assistant	14	0	2	5	9	13													1				
Higher Level Teaching Assistant	9	0	2	4	5	5													1			1	2
Total for Year 2017-18	154	9	8	52	93	130	2						1	1				1	6			1	3