



**BE PART  
OF IT**

Equality, Diversity and  
Inclusion Annual Report

**2018/19**



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# Highlights 2018/19

Here are just a few of the highlights showing the range of activities where we make our differences our strengths:



Achievement gaps linked to gender, learning difficulty, disability and ethnicity have continued to narrow:



**96.6%**

of learners with an Education, Health and Care Plan achieved their qualification



**91.5%**

achievement for learners with looked after status and those previously not in education, employment or training



**91%**

achievement for our learners who declared an ethnic minority



**83.5%**

of learners disclosing mental ill health achieved their qualifications compared to 46% nationally



**97%**

of learners have a good/better understanding of the need to work well with people of different types and backgrounds and value everyone's contribution



**97%**

of learners have a good or better understanding of how to protect themselves from harm including staying safe online



**87.2%**

Achievement for Pregnant and Young Parents in 2018-19 which is a 6% improvement on 2017/2018.



**£ 6119.66**

raised for the College's chosen charity - St Luke's Hospice, Plymouth



# Foreword

I am immensely proud to introduce the Annual Equality and Diversity Report for City College. Although we have clear duties and obligations in accordance with The Equality Act 2010, this report is about much more than just our policies and procedures. Sharing this report is a great opportunity to celebrate our successes, provide an insight into some of the activities undertaken over the last year and to identify the progress we have made towards published equality objectives.

Diversity is a strong and positive attribute that brings many benefits to both our student population and our workforce. In an increasingly diverse world, we recognise that we have responsibilities to ensure that all students learn the importance of key values to help them live and work within modern British society.

This report takes stock of our position at the end of 2018/19 against our policy objectives and sets out our 2019/20 priorities. At our last inspection in 2016, Ofsted commented positively on our narrowing achievement gaps for disadvantaged learners. They also reported on how well our College promote learners' understanding of British values and develop understanding of the risks associated with radicalisation and extremism.

I hope this report provides an insight into how much we have already accomplished and how we plan to continue championing a culture of respect through advancing equality and diversity within our College community.

Let's continue in making our differences our strengths.

Jackie Grubb  
Principal and CEO

# Celebrating Diversity and Advancing Equality of Opportunity

Creating and maintaining a culture of respect, celebrating diversity, and breaking down barriers to success are key values central to our work. We have a clear and visible commitment to embedding equality and our work practices demonstrate this through:

- prioritising a respectful culture which discusses and challenges prejudice
- valuing and celebrating the benefits that diversity and difference bring to the College and our society
- providing opportunities to learn about difference and promoting the benefits of developing knowledge and skills that improve personal and communal relationships
- acting swiftly to maintain a safe environment where discrimination, harassment, intimidation and bullying in all its manifestations is challenged
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- expecting all members of our community to follow our vision and values for equality and diversity
- being clear with those who work and learn with us about the inherent values for life and work in modern British society.

There are many inspiring activities that promote equality and diversity, shape College life and involve wider community and partnership working; examples from 2018-19 include:

## Accreditations

The College tests itself against national standards and has the following accreditations: Investors in People; Investors in Careers; Matrix and the Association of Colleges Charter for Excellence in International Education and Training, Healthy Colleges Quality mark and 'Fairtrade' status and the Association of College Mental Health and Wellbeing Charter. The College has been a member of the DisabledGo website since 2009 and we are part of the Government's Disability Confident scheme that supports employers to make the most of the talents people with disabilities can bring to the workplace.

The College is also holds the Teaching Excellence Framework Gold Award in recognition of the high standard of our university-level provision.

## Achievement Gaps

Improved performance for learners of most groups, including disadvantaged learners, has resulted in achievement gaps narrowing significantly across College. The table on page 13 shows achievement rate of students by age, gender, ethnicity, declared learning difficulty or disability and outcomes for those students who received additional learning support.



## Apprenticeships

There is good promotion of equality and diversity within apprenticeships, with high completion rates for females in Engineering and Construction. Successful utilisation of local press and media is helping to raise awareness of those succeeding in non- stereotypical roles.

## Breakfast Club

This is the eighth year that the College has offered a free healthy breakfast to all students with 116,856 being provided. Learner engagement in the Breakfast Club continues to be good.



Students questioning local MP's at the hustings event.

## Democracy

Promotion of key values to help prepare our learners for work and life in modern British society has continued. City College hosted a hustings event prior to the general election, to provide students with an opportunity to ask questions directly to the political candidates and gain an invaluable insight into the role each Party has in shaping the City, an understanding of Party priorities for the next term and what they believe their Party can offer young people. Politicians from across the political spectrum were in attendance, including: Luke Pollard for the Labour Party; Rebecca Smith for the Conservative Party and Graham Reed from the Liberal Democrats.

Following the Husting event the Student Liaison team held a mock General Election to raise awareness of the right to vote. College students were encouraged to take part including 16-17 year olds, highlighting the value and importance of their individual political voice. The also used their vote to elect the new Student Union Council where 11 new members were elected. The newly elected members will contribute to promoting Equality and Diversity across the college community, including raising awareness and understanding of LGBT+, being safeguarding ambassadors and supporting college campaigns to raise awareness of equality and diversity issues.

## Chaplaincy Team

The multi-faith chaplaincy team is well established and offers moral and spiritual support to students and staff, through weekly drop in sessions throughout the year. The team also as well as host and support key celebrations such as Remembrance and the Christmas Carol Service.

## Christmas Hampers

Each year collections are made and through amazing donations, hampers are distributed to students who are most in need.

## Community Church Café

Students following Skills Development courses successfully continue to run a weekly community café at a local church.

## Curriculum Engagement

There is good awareness of the importance of diversity; learners understand the need and importance of working well with people of different types, backgrounds and cultures. In November, students had the opportunity to engage with Diversity Week activities that helped to raise awareness and celebrate difference.

Chinese students studying at City College Plymouth hosted a fantastic party to celebrate the Year of the Pig. This year, students hosted a whole college party where their peers could sample a range of traditional Chinese cuisine and then enjoy some party games and a special prize draw.

Throughout 2018/19 ESOL learners have been supported through a project with 'Solution Circles' that supports UASC (Unaccompanied Asylum-Seeking Children), led by Devon County Council. This project is developing additional support for the difficulties these students face whilst attending college, learning to speak English, and has had a positive impact. ESOL learners also took part in volunteering activities to widen their knowledge of British culture and to gain experience of employment in Britain. Learners developed personal, social and employability skills through a variety of enterprise activities including cooking activities to learn about cultural differences and fund raising for the College chosen charity.

## Student Voice

A strong and effective learner voice reinforces the importance of democracy. Learners feel that the College listens to and acts on their views and their satisfaction has steadily grown over the last three years. The 'You Said – We Did' campaign is highly visible across the College showing learners what they said and what response the College had made.

- How well College staff listen to your views; term 3 survey 91% (+2% 17/18)
- How well College staff act on your views; term 3 survey 91% (+2% 17/18)

## Fostering Good Relations Overseas

Each year, more than one hundred City College students have the opportunity to participate in work experience and training placements overseas, while more than 70 staff members get to experience education systems in countries such as China, Thailand, Malaysia and South Africa first-hand.

- An award winning-winning journalist and presenter working for the BBC and now freelance based in Stockholm, spoke via a web link to level 3 media learners. She gave an insight of reporting in different European cultures.
- Hair and beauty learners travelled to Italy in March 2019 to visit Istituto Santachiara College. Learners had the opportunity to explore the differences between the Italian and British cultures in the hair and beauty industry and had the opportunity to work in a spa.

Last academic year 165 staff and students participated in Erasmus+ funded work placements, structured courses and job shadowing across Europe.

Our hospitality students participated in 5-month work placements in Europe, we hosted their counterparts from our EU partner schools in a 5-month hospitality programme in the UK. The group of chefs and food service students learnt about British cuisine, attended English classes and received a cultural orientation of the city and local region for 4 weeks.

## Fairtrade

Since 2008, the College has maintained Fairtrade status and works to ensure that Fairtrade products are available in all eateries. The College's Hospitality Academy uses Fairtrade ingredients in teaching and learning and supports campaigns through serving Fairtrade focussed menus in its PL1 restaurant and Bistro. Fairtrade is embedded into curriculum and community work and promoted through workshops, lessons and events such as Freshers' Fair and Student Conference.

## Supporting communities

College students and staff raised £6119.66 for St Luke's Hospice, Plymouth through fundraising activities, including: bake sales, charity dinners, Christmas stalls, beauty treatments, talent shows, raffles and winter safety checks for cars. Several members of the college staff took part in the Plymouth 10K run and raised £798.

Learners also took part in a Royal Navy Culinary arts Team Challenge event to raise funds for the College charity.

## Learning Support

Learning Support teams within the College have continued to work with students who have disabilities and learning difficulties. Achievement outcomes were very good for students who received additional support and outstanding (96.6%) for those students who have an Education, Health and Care Plan.

The Learning Support Team have been supporting the Youth Ascends Project in Plymouth, that supports and encourage young people with special educational needs and disabilities to get their voice and their opinion heard within the city.



## **Mental Health**

The Equality and Diversity Committee has established a clear focus to develop and implement a long-term College-wide mental wellbeing strategy. The college is signed up to the Association of College Mental Health and Wellbeing Charter and has a clear strategy and action plan to support learners and staff who experience mental health difficulties. In 2018/19, achievement outcomes for learners who disclosed mental ill health increased; 83.5% of achieved their qualification compared to a 46% national rate of achievement.

In the past four years, 65 staff have undertaken Mental Health First Aid training and a further 89 staff have been trained in raising awareness of mental ill health. Furthermore, the College has invested in another qualified counsellor that has facilitated greater flexibility for learners to access the College Counselling Service.

In May, staff and students engaged in a range of events and activities as part of the Mental Health Awareness week. These included Indian head/hand massage; express your emotion photo booth, 1 Mile wellbeing walk and talk, a drop-in counselling service, Yoga. They also promoted a range of resources and signposting to encourage the College community to be kind to their minds and achieve positive mental health.

College governors are actively involved and receive in-depth briefings that provided updates on the mental health work undertaken/planned in accordance with the Wellbeing and Mental Health Charter.

Work undertaken to support mental health and wellbeing has been recognised through the Association of Colleges Beacon Standard Commended Status.

## **STEM**

The Young Women in STEM event, now in its thirteenth, invited female pupils from secondary schools across Plymouth and Cornwall to take part in interactive workshops and discover careers in these industries and to close the recruitment gap between male and female workers. From automotive to forensic science and media to bricklaying, the young women had the chance to explore all aspects of STEM in the College's industry-standard facilities, including the Regional Centre of Excellence for STEM.

## **Skills Development**

Skills Development learners are fully integrated in the College community and take part in weekly vocational option sessions. This gives them an insight into a wide range of future study and career paths that empowers them to make meaningful and informed choices about their futures.



## Ofsted Inspection

The 2016 Ofsted inspection findings reported:

- that leaders are careful to ensure that learners are safe and feel safe.
- they promote learners' understanding of British values well, along with developing their understanding of the risks of radicalisation and extremism.
- learners are aware of British values and how to use the internet and social media safely.

## Supported Internships:

A supported employment internship programme, based at Derriford Hospital, which assists young adults with learning disabilities to gain paid employment, has won another award. This is in recognition of the progression of 72% of Project Search graduate interns into full-time employment. Now in its ninth year, the Project Search partnership between City College, Plymouth Hospitals NHS Trust, Pluss and Serco has created employment opportunities for young adults with Learning Disabilities.

Ten places a year for young people with learning difficulties are available on supported internships with Plymouth City Council as part of a trial project with City College Plymouth.

## Volunteering

Opportunities for the learners to take part in volunteering and social action projects are suitably matched to the needs, interests and abilities of students. They are planned well, and underpin the acquisition of 'soft skills'. Volunteering opportunities have included:

- St Luke's Warehouse - Supporting the charity by helping in the local sorting office
- Marine Conservation - This Marine Champions Project included crab surveys and beach cleans.
- Conservation work at Burrator and College Wood - There was ongoing work throughout the year to cut back invasive growth and prune trees,
- Supporting the Homeless, 8 Learners raised money to purchase toiletries for the homeless.
- Care home project - 8 learners spent 3 sessions (30 hours of volunteering) at a local nursing home where they engaged in making cups of tea, talking to the residents and singing. They also made Dementia friendly blankets and weekly shopping trips for residents.
- Community Church Café - a group run a weekly community café at Stoke Damerell church.

# Feeling Safe

Student feedback from 2018/19 reported a good/better response regarding feeling safe (94%), respected (95%) and an understanding of the need to work well with people of different types and backgrounds and to value everyone's contribution (97%). Our 2016 Ofsted Inspection reported that safeguarding is effective and that robust systems and operational procedures protect students and staff from bullying and harassment.

The continued close monitoring by the Human Resources Team of staff engagement with Safeguarding Training, Health and Safety Training, Stay Safe, Prevent, General Data Protection Regulation and Equality and Diversity Training has maintained this key performance indicator at 100% throughout the year.

The attendance and progress of students who have looked after status including those students who are care leavers was closely monitored; 93% of students successfully completed their Study Programme.

There is a range of College support services including student welfare, counselling, Mental Health Mentoring and a team of Safeguarding Officers. College staff can access support via a personal 24-hour counselling helpline service.

The strong and effective arrangements to protect learners from bullying and harassment are demonstrated by the low level of equality and diversity related formal complaints received through our Talkback process.

## Fostering good relations

The College works with a number of local and national organisations including Plymouth's Centre for Faith and Cultural Diversity, Students and Refugees Together, Plymouth and Devon Racial Equality Council, Plymouth Information, Advice and Support for SEND, Plymouth Prevent Partnership, Intercom Trust, Association of Colleges and specialist organisations, like Action for Blind People and Ambitious about Autism.

# Prevent

The College has worked proactively as part of the Plymouth Prevent Partnership, South West Regional FE and HE Prevent Forum and the Counter Terrorism Local Profile group since 2009; a comprehensive and current 'Prevent Duty' Risk Assessment and action plan is used to track activity and progress. College staff and students have engaged with Prevent and Stay Safe training and, as part of their induction training, student course reps were briefed on the importance of the Prevent Duty. Themes around Radicalisation, Terrorism and Extremism are also embedded with the college tutorial programme. College governors attend a briefing on their role in accordance with the Prevent duty.

College governors continue to ensure that equality, diversity and inclusion within leadership and management, teaching, learning, and assessment and enrichment continue to celebrate diversity and support key values of tolerance, acceptance, community cohesion, individual liberty and democracy.

The College Online Safety Group guides student engagement with online safety. This group provides advice to support staff and learners in becoming safe online, including supporting the College in fulfilling its Prevent Duty as part of safeguarding.

As part of our commitment to the Prevent Duty, fifty-six College managers have attended Project Argus training and all staff completed training for recommended procedures to be followed in the unlikely event of weapons or firearms attack.

## **Lesbian, Gay, Bisexual and Trans (LGBT)**

Every year, the College students and staff join the rest of the UK in marking Lesbian, Gay, Bisexual and Trans (LGBT) History Month and some take part in the Pride Plymouth to embrace and celebrate the diversity of the LGBTQ communities.

# Equality Monitoring - Student Data

The College operates very good systems to track equality performance; the Equality, Diversity & Inclusion Committee and College Corporation receive termly progress reports. Improved performance for learners of most groups, including disadvantaged learners, has resulted in achievement gaps continuing to narrowing across College.

The table below shows the success rate of students by age, gender, ethnicity, declared learning difficulty or disability and outcomes for those students who received additional learning support.

Characteristic	Category	Achievement Overall	Gap 17/18	Gap 18/19
Learning Difficulty	Declared Learning Difficulty	90.5%	0.9%	-0.5%
	No Learning Difficulty	89.6%		
Disability	Declared Disability	90.1%	0.3%	-0.9%
	No Disability	89.8%		
Ethnicity	Ethnic Minority	91.6%	2.1%	1.4%
	White British	89.5%		
Gender	Male	91%	2.1%	0.8%
	Female	88.9%		
Young Male/Female	Young Male	92.5%	3.8%	0.5%
	Young Female	88.7%		

## Race

The College welcomes students and staff from all backgrounds and there are good outcomes for students from an ethnic minority. The College continues to make strong efforts to recruit a diverse workforce; the workforce ethnicity profile at the College has increased from 4.7% in 2009/10 to 8% in 2018/19.

## Pregnancy and Maternity

Young learners who are pregnant are well supported. Twenty-six learners were on the Pregnancy and Parenting log for 2018-19. Learners overall achievement is 87.2%, a 6% improvement on last year. All learners who completed their course passed their qualifications, including English and maths, with retention at 87.2%.

The College supports parents through the provision of excellent nurseries. The nurseries enable both students and staff to study and/or work knowing their children are well cared for and stimulated. The College's nursery provision was visited by Ofsted in 2016; their findings reported that the nursery provision was good with an outstanding judgement for children's personal development, behaviour and welfare.

## Religion or belief

Amongst College staff who responded, Christianity was identified with by 38%; 2% identified with another religion or belief, 19% associated with non-belief and 41% of staff chose not to comment on their religion or beliefs.

## Sexual Orientation

The Equality and Diversity Policy and the Equality and Diversity Action Plan include sexual orientation equality statements, actions and objectives. Sexual orientation equality is included in mandatory staff training and there are resources to provide additional support. Student-facing LGBTQ (lesbian, gay, bisexual, transgender and questioning) work is supported by the Students Liaison Team and the College Students' Union who work with a number of external support and advice agencies and organisations to advance and promote LGBTQ issues.

## Transgender (gender identity)

The College is committed to tackling discrimination and this includes discrimination on the ground of gender identity. The College provides appropriate support for transgender students or staff as appropriate to the needs of the individual. Gender identity equality is included within mandatory staff training and specialist training from the Intercom Trust is provided to ensure that staff have awareness of transgender issues. The College helps to signpost students to a range of external support groups.

# Equality Monitoring - Workforce Data

The Senior Leadership Team (SLT) comprises the Principal, Deputy Principal and two Vice Principals. There are five Faculties, each divided into Programme Areas, and eleven Service Areas.

The table below shows the College workforce profile:

Workforce Profile Characteristic	Measure	%
Age	Under 45	49%
Age	Over 45	51%
Disability	Declared	6%
Ethnicity	Minority ethnic heritage	8%
Gender	Male	38%
Gender	Female	62%
Gender pay gap	Mean gender pay gap	9.9%
Gender pay gap	Median gender pay gap	15.09%
Religion or belief	Christian	38%
Religion or belief	Other belief	2%
Religion or belief	Non belief	19%
Religion or belief	Not provided	41%
Sexual Orientation	Lesbian, Gay and Bisexual	3%
Sexual Orientation	Heterosexual	73%
Sexual Orientation	Not provided	24%
Governor Profile	Male	38%
Governor Profile	Female	62%

# Equality Objectives

Our promotion of equality, diversity and inclusion is focused through Equality Objectives and an associated Equality, Diversity and Inclusion Action Plan.

The Equality Objectives help the College to maintain an ethos of improvement through identifying priority equality issues:

- Promoting equality for our Students
- Promoting equality for our workforce
- Promoting equality in our working practices

as well as meeting the requirements of the equality legislation to cover age, disability, gender, gender identity, pregnancy and maternity, marriage and civil partnership, race, religion, sexual orientation and ethical veganism.

The progress made towards our 2018/19 Equality Objectives identified below will be used as 2019/20 baseline data.

City College Plymouth: Equality and Inclusion Objectives - Progress 2018/19

EQUALITY OBJECTIVE	PERFORMANCE INDICATORS	ASPIRATIONAL TARGET	2018/19 Progress
<b>Promoting equality for our students</b>			
High success rates for all students; ensure students from disadvantaged groups are fully supported throughout their programmes and achieve successful outcomes and progression	Declared Learning Difficulty	0% achievement gap	-0.6%
	<b>Ethnicity gap</b>	<b>0% achievement gap</b>	+1.4%
	<b>Gender gap</b>	0% achievement gap	+0.6%
	Age gap	0% achievement gap	+0.6%
Students experience respect and fair treatment	<b>Student Feedback: Respect from staff Feeling safe Work well with</b>	100% good/better response 100% good/better response 100% good/better response	96% 97% 97%
	<b>Promoting equality for our workforce</b>		
	Improve the diversity of our staff and governing body to reflect the communities we serve across all the equality areas	Workforce profile	Disability profile 10% Ethnicity profile 7%
<b>Promoting equality in our working practices</b>			
Continue to provide appropriate training, support and guidance to staff and students	Staff training statistics	100% staff trained	100% staff trained Overall student satisfaction good/better Autumn term 94% Summer term 94%
	Student satisfaction	Student feedback ratings 85%+	
Demonstrate the integration of diversity, embraces British Values, safeguarding and respect for everyone into each aspect of our work and learning	Staff training statistics Student satisfaction Students feel safe and external scrutiny confirms excellence in this area	100% staff trained in Prevent Effective promotion E & D including the inherently British values of the College	100% staff have attended Prevent training

## Equality and Diversity Annual Report 2018/19

EQUALITY OBJECTIVE	PERFORMANCE INDICATORS	ASPIRATIONAL TARGET	2019/20 Baseline
<b>Promoting equality for our students</b>			
High success rates for all students through ensuring that students from disadvantaged groups are fully supported to achieve successful outcomes and progression.  Implementation of College-wide mental health strategy.  Ensure that students experience respect and fair treatment.	Students who have an EHC Plan	100% achievement	95% achievement
	Students who receive ALS	0% achievement gap	+0.5%
	Students who have a declaration of mental ill health	0% achievement gap	86% achievement
	Students who have <i>Looked After</i> status	100% achievement	93% achievement
	Ethnicity gap	0% achievement gap	-+1.9%
	Gender gap	0% achievement gap	+2%
	Age gap	0% achievement gap	+2.1%
Student feedback: respect from staff feeling safe	100% good/better feedback	96%	
<b>Promoting equality for our workforce</b>			
Improve the diversity of our staff and governing body to reflect the communities we serve.	Workforce and Governor profile	Workforce Disability profile 10% Ethnicity profile 7%	Workforce Disability Profile 7% Ethnicity Profile 8%
<b>Promoting equality in our working practices</b>			
Continue to equip staff with skills and confidence to increase the promotion and celebration of equality and diversity, challenge discrimination and prepare students for life and work in modern British society.  Demonstrate the integration of respect, equality, diversity, and resilient critical thinking into teaching and learning.	Staff training statistics	100% staff up to date with E & D and Prevent training	100% staff E & D trained 100% staff Prevent trained
	Student satisfaction surveys	Student feedback ratings 85%+	Overall student satisfaction good/better Autumn term 94% Summer term 94%
	Internal and external scrutiny confirms excellence in this area	90% observations confirm good practice	Ofsted Inspection judgement



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