Equality Diversity and Inclusion Annual Report 2020/21

Contents

Introduction

This report is produced in accordance with the Equality Act 2010 and the Public Sector Equality Duty. It was produced by Nicole Harding, Equality Diversity and Inclusion Manager. If you have any comments, questions or queries about the information contained herein, or for an alternative format please contact her at Nicole.harding@hopwood.ac.uk.

This report sets out the relevant internal and contextual data for Hopwood Hall College (HHC) students and staff to ensure all members of our community have equality of opportunity within our organisation.

Hopwood Hall College Context

Hopwood Hall College (HHC) provides a wide range of high-quality education and training across the Borough of Rochdale and beyond. Hopwood Hall College has two campuses – Middleton campus set in acres of farmland and Rochdale campus in the heart of Rochdale town centre. HHC offers a broad range of full-time and part-time courses funded by the Education and Skills Funding Agency (ESFA) and a portfolio of Adult Education courses funded primarily by Greater Manchester Combined Authority (GMCA). In addition to these provisions we offer higher education courses in partnership with the Universities of Salford and Bolton as well as providing support to a range of local and community-based organisations.

Data

Equality data analysis in this report will be based on the protected characteristics:

- Age
- Disability or long-term health condition
- Ethnicity or Race
- Gender Reassignment
- Marriage or Civil Partnership
- Pregnancy and Maternity
- Religion or Belief
- Sex
- Sexual Orientation

Data has been drawn from internal systems for student and staff profiles, where available. Some of the data is information HHC is required to collect such as legal sex for students, or birth date for employees, but much of the information is optional for students and staff to provide such as sexuality. Please note that data in the body of the report has been aggregated and that full data tables are included at the end of this report (page 10).

Comparative Data

Data for the Borough of Rochdale are from the Office for National Statistics[1], in which the estimated populations for mid-2020, the most recent available, are as follows:

- Total population: 223,659
- 16-18 year olds: 7811 (3.5%)
- 19+ year olds: 167289 (74.8%)
- Male: 110691 (49.5%)
- Female: 112968 (50.5%)

The characteristics of ethnicity and religion are not estimated between censuses and therefore are only available from 2011[2] for Rochdale:

- White British: 78.6%
- Other White identities: 3.0%
- Mixed or multiple identities: 1.7%
- Asian or Asian British: 14.9%
- Black or Black British: 1.3%
- Arab: 0.1%
- Other ethnicities: 0.3%

- Christianity: 60.6%
- Islam: 13.9%
- No religion: 18.9%

Experimental national statistics[3] on sexuality from 2019 are the most recent available:

- Heterosexual: 93.7%
- Gay or lesbian: 1.6%
- Bisexual: 1.1%
- Other: 0.7%
- Don't know or prefer not to say (PNTS): 3.0%
- Those aged 16 to 24 were most likely to identify as LGB+ in 2019, at 6.6%.

There remains no widescale data source for gender identity in the UK therefore it is not possible to provide a comparison data set. The 2021 Census included questions on sexual orientation and gender identity for the first time, therefore future annual reports will use its data for comparison.

The most recent reliable data source on disability is from the Family Resources Survey[4] for the financial year 2019/20:

- 14.1 million, or 22% of the UK population reported having a disability
- For those of working age, the figure is 19%
- 23% of those in the North West reported a disability

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[1] Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland - Office for National Statistics (ons.gov.uk)
[2] 2011 Census: Key Statistics for Local Authorities in England and Wales - Office for National Statistics (ons.gov.uk)
[3] Sexual orientation, UK - Office for National Statistics (ons.gov.uk)
[4] Family Resources Survey: financial year 2019 to 2020 - GOV.UK (www.gov.uk)

Students

Student Profile

There were 4365 learners in scope for the academic year 2020/21, and the profile of our student body was as follows (in percentages):

Male / Female	Self-reported trans	White British / all others	No religion / Christian / Muslim/ all others	Learning difficulty or disability	16 - 18 / 19+	Heterosexual / LGB+
51.4 / 48.6	0.1	57.8 / 42.2	34.1 / 32.2 / 25.6 / 8.1	21.8	60.8 / 39.2	74.2 / 7.6

Please note that we are required to collect legal sex of all students, but acknowledge that this doesn't reflect the experience of our students, who are able to confidentially request additions to their student record for name, pronouns and gender.

In comparison to the Borough of Rochdale population, HHC had a higher proportion of male students and students who were not White British. It must be acknowledged that the comparative statistics are 10 years old, and for the UK population those identifying as White British is declining according to trends since the 2001 Census[5], therefore the discrepancy from the Rochdale population to the HHC student population may be partially explained by changing demographics in Rochdale. Students are also significantly less likely to identify as Christian, and instead are more likely to identify as having no religion, or as Muslim. Students were approximately as like to have a disability as the North West region population. HHC students were more likely to identify as LGB+ than the overall population and of the 16-24 population, however nearly 20% of students chose not to share this information. This may be due to not knowing themselves, or it may be due to a lack of trust or understanding of what HHC will do with the information.

Withdrawals

In 2020/21 303 students withdrew from courses across Hopwood Hall College, of which:

- 154 were 16-18 (50.8%) and 149 were over 19 (49.2%)
- 64 had a learning difficulty or disability (21.1%)
- 170 were male (56.1%) and 133 were female (43.9%)

This means that male students were more likely to be withdrawn, as were adult students. Disabled students were approximately the same proportion of the withdrawn students as the overall student body. This suggests that male students and adult students may be finding more barriers to staying within Further Education, whether that is personal, organisational, or social.

Safeguarding

In 2020/21 175 students were supported through the safeguarding team:

- 165 were aged 16-18 (94.3%)
- 75 were disabled (42.9%)
- 28 selected gay, lesbian, bisexual or other to describe their sexuality (16%)
- 98 were male (56%), 77 female (44%), including one trans student (0.6%)

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[5] Population of England and Wales - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)

- 136 were White British (77.7%)

This suggests that factors which may make an individual more vulnerable such as being disabled or queer do contribute to our students' experiences. White British students are significantly more represented in the cohort, however, therefore it may be useful to investigate whether there are any barriers for learners who are not White British to access the safeguarding services.

Destinations

Table 1: Student destinations by characteristic

Student Characteristics	Negative Count	Negative %	Neutral Count	Neutral %	Positive Count	Positive %	Total Count
16-18	87	3.5%	267	10.8%	2118	85.7%	2472
19+	33	5.0%	104	15.9%	518	79.1%	655
Total	**120**	**3.8%**	**371**	**11.9%**	**2636**	**84.3%**	**3127**
Male	70	4.0%	212	12.1%	1464	83.8%	1746
Female	50	3.6%	159	11.5%	1172	84.9%	1381
Total	**120**	**3.8%**	**371**	**11.9%**	**2636**	**84.3%**	**3127**
Disabled	36	4.3%	99	11.9%	696	83.8%	831
Non-disabled	84	3.7%	272	11.8%	1940	84.5%	2296
Total	**120**	**3.8%**	**371**	**11.9%**	**2636**	**84.3%**	**3127**
Bisexual	4	5.1%	7	9.0%	67	85.9%	78
Gay or Lesbian	2	4.9%	3	7.3%	36	87.8%	41
Heterosexual	81	3.7%	264	12.1%	1845	84.2%	2190
Other	6	4.8%	15	12.0%	104	83.2%	125
PNTS	20	4.3%	56	12.1%	385	83.5%	461
Total	**113**	**3.9%**	**345**	**11.9%**	**2437**	**84.2%**	**2895**
Trans	0	0.0%	0	0.0%	5	100.0%	5
Arab	1	4.5%	7	31.8%	14	63.6%	22
Asian or Asian British	24	4.0%	75	12.5%	503	83.6%	602
Black or Black British	5	2.4%	22	10.7%	179	86.9%	206
Mixed or Multiple Ethnicities	6	5.4%	17	15.3%	88	79.3%	111
White British	79	4.0%	223	11.2%	1688	84.8%	1990
White All Other	3	17.6%	10	58.8%	4	23.5%	17
Other	2	2.4%	17	20.5%	64	77.1%	83
Total	**120**	**4.0%**	**371**	**12.2%**	**2540**	**83.8%**	**3031**
Buddhist	0	0.0%	0	0.0%	7	100.0%	7
Christian	31	3.4%	93	10.2%	792	86.5%	916
Hindu	1	11.1%	0	0.0%	8	88.9%	9
Jewish	0	0.0%	0	0.0%	2	100.0%	2
Muslim	23	3.5%	91	13.8%	545	82.7%	659
No religion	53	4.6%	131	11.4%	967	84.0%	1151
Other	2	3.8%	10	19.2%	40	76.9%	52
PNTS	3	2.8%	18	17.0%	85	80.2%	106
Sikh	1	9.1%	3	27.3%	7	63.6%	11
Total	**114**	**3.9%**	**346**	**11.9%**	**2453**	**84.2%**	**2913**

Assessing destinations post-qualification can be a useful indicator of students experiencing barriers to their qualification alongside the withdrawal rate. Overall 84.3% of our learners achieve a positive destination, 11.9% achieve a neutral destination, and 3.8% go on to a negative destination. Any deviation from these figures can be attributed to those students who chose not to share some of their characteristics, such as sexuality, and figures only represent the data shared.

Adult learners were less likely to go on to a positive destination than their 16-18 year old counterparts. Neither sex, disability status nor queerness were factors in achievement, in light of the small variation from the overall percentages. Groups of concern include White (other) and Arab students in terms of ethnicity, Sikh and Other Religion students for religion and belief, however all of those groups each comprise less than 2% of the overall student population, therefore an individual student from those groups can significantly alter the statistics. It would be more meaningful to review intersectional statistics such as gender + ethnicity against destinations, as well as by course.

Staff

Staff Profile

For the academic year 2020/21 there were 671 members of staff in scope, and the profile of our staff members was as follows (in percentages):

Male / Female	Self-reported trans	White British / all others	No religion / Christian / Muslim/ all others	Learning difficulty or disability	Age groups: <19 20-29 30-39 40-49 50-59 60-69 >70	Heterosexual / LGB+
38.7 / 61.3	N/A	71.8 / 28.2	13.6 / 39.2 / 7.5 / 11.9	4.9	1.5 18.5 17.7 22.4 28.0 11.2 0.7	71.5 / 2.4
51.4 / 48.6	0.1	57.8 / 42.2	34.1 / 32.2 / 25.6 / 8.1	21.8	60.8 / 39.2	74.2 / 7.6

Staff are less likely to share information about themselves than students, with higher blank entries or those actively choosing Prefer Not to Say (PNTS) in all categories except sex and age.

Staff sex ratio reflects the field of education more broadly, with approximately 61% of the Further Education workforce comprising of women[6], so whilst this is not representative of the population more broadly, this does represent the gender split of professionals. The staff population is more White British than the student population by 14%, which is a concern for ensuring our non-White British learners have appropriate role models and staff have adequate cultural competency to support all learners. Our staff are significantly less likely to declare a disability, at 4.9% compared with 19% of the working-age population. It is a concern as to whether staff don't feel able to share their status, or whether there are barriers to HHC which prevent disabled people from entering the organisation. Staff are much less likely to have no religious beliefs, or to be Muslim than our students. Our workforce skews towards the 50-59 years age group, with very small groups of under 19s and over 70s, which is representative of the education field more broadly[7]. Finally, staff are 5% less likely to openly identify as LGB+, and over a quarter (26.1%) chose to leave this field blank or select PNTS.

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[6] 2020 Further Education Workforce Data for England report published - The Education and Training Foundation (et-foundation.co.uk)

[7] Ibid

Recommendations

Collect the following student data by demographics and include in the next annual report:

1. Engagement in enrichment activities
2. Learners in disciplinary action
3. Those referred to safeguarding in year
4. Applicants to the College
5. Student survey results
6. Breakdown by department or course
7. Attendance
8. Pass rate

Collect the following staff data by demographics and include in the next annual report:

9. Applicants at each stage of the employment process
10. Starters and leavers
11. Exit interview responses
12. Allegations made to Safeguarding regarding staff members
13. Staff survey results
14. Promotions or retained staff
15. Length of service
16. Breakdown by area
17. Those subject to disciplinary action and/or complaints

Recommendations arising from the data analysis contained herein:

18. Investigate reasons for high blank or prefer not to say responses
19. Investigate why older learners are less likely to achieve a positive destination after their qualification
20. Analyse data by multiple characteristics such as both gender and ethnicity
21. Investigate any barriers to safeguarding for non-White British students

Aspects to include in future reports:

22. Reports on staff EDI training
23. Reporting of EDI activity such as events or celebrations
24. Summary of activity by the EDI Steering Group

Data Tables

Student Data

Table 2: Learner ethnicity by count and percentage

Ethnicity	Count	%
White - British	2524	57.8
Asian or Asian British - Pakistani	622	14.2
Black or Black British - African	288	6.6
Any other ethnic group	190	4.4
White - any other White background	169	3.9
Asian or Asian British - any other Asian	120	2.7
Asian or Asian British - Bangladeshi	118	2.7
Arab	64	1.5
Any other Black / African / Caribbean background	59	1.4
Mixed - White and Black Caribbean	47	1.1
Mixed - White and Asian	42	1.0
Any Other Mixed / multiple ethnic background	32	0.7
Mixed - White and Black African	32	0.7
Black or Black British - Caribbean	19	0.4
White - Irish	15	0.3
Asian or Asian British - Indian	11	0.3
Chinese	9	0.2
Gypsy or Irish Traveller	4	0.1
Total	**4365**	**100.0**

Table 3: Learner religion by count and percentage

Religion	Count	%
No Religion	1335	34.1
Christian	1261	32.2
Muslim	1002	25.6
Prefer not to say	209	5.3
Other Religion	67	1.7
Hindu	16	0.4
Buddhist	13	0.3
Sikh	12	0.3
Jewish	4	0.1
Total	**3919**	**100.0**

Table 4: Learner sex by count and percentage

Sex	Count	%
Male	2243	51.4
Female	2122	48.6
Total	**4365**	**100.0**

Table 5: Self-declared learner gender by count and percentage

Declared Gender	Count	%
Female	2	40
Non-binary	2	40
Male	1	20
Total	**5**	**100**

Table 6: Learner disability or learning difficulty by count and percentage

Learning Difficulty/Disability	Count	%
No	3414	78.2
Yes	951	21.8
Total	**4365**	**100.0**

Table 7: Learners by age group by count and percentage

Age Group	Count	%
16-18	2655	60.8
19+	1710	39.2
Total	**4365**	**100.0**

Table 8: Learner sexual orientation by count and percentage

Sexual Orientation	Count	%
Heterosexual or Straight	2889	74.2
Prefer not to say	708	18.2
Other	150	3.9
Bisexual	94	2.4
Gay or Lesbian	52	1.3
Total	**3893**	**100.0**

Staff Data

Table 9: Staff ethnicity by count and percentage

Ethnicity	Count	%
Asian/Asian British (Bangladeshi)	8	1.2
Asian/Asian British (Indian)	4	0.6
Asian/Asian British (Other)	8	1.2
Asian/Asian British (Pakistani)	32	4.8
Black/Black British (African)	11	1.6
Black/Black British (Caribbean)	5	0.7
Black/Black British (Other)	2	0.3
Chinese	1	0.1
Mixed (White and Asian)	2	0.3
Mixed (White and Black African)	4	0.6
Mixed (White and Caribbean)	3	0.4
Other	2	0.3
White (British)	438	65.3
White (English)	40	6.0
White (Irish)	9	1.3
White (Other)	11	1.6
White (Scottish)	3	0.4
White (Welsh)	1	0.1
Blank	87	13.0
Total	**671**	**100.0**

Table 10: Staff religion by count and percentage

Religion	Count	%
Atheism	91	13.6
Buddhism	2	0.3
Christianity	263	39.2
Hinduism	2	0.3
Judaism	3	0.4
Islam	50	7.5
Other	72	10.7
Parsi	1	0.1
PNTS	98	14.6
Blank	89	13.3
Total	**671**	**100.0**

Table 11: Staff sex by count and percentage – please note that declared gender information is unavailable therefore staff will have been recorded as a binary sex

Sex	Count	%
F	411	61.3
M	260	38.7
Total	**671**	**100.0**

Table 12: Staff disability by count and percentage – please note that in the following table those declaring a disability are counted twice, and therefore the count and percentage will be greater than 671/100%.

Disability	Count	%
No	515	76.8
Yes (all)	33	4.9
PNTS	33	4.9
Blank	90	13.4
Yes - learning difficulty	4	0.6
Yes - mental ill health	2	0.3
Yes- Physical impairment	15	2.2
Yes - PNTS	12	1.8
Total	**704**	**104.9**

Table 13: Staff age group by count and percentage

Age	Count	%
<19	10	1.5
20-29	124	18.5
30-39	119	17.7
40-49	150	22.4
50-59	188	28.0
60-69	75	11.2
>70	5	0.7
Total	**671**	**100.0**

Table 14: Staff sexual orientation by count and percentage

Sexuality	Count	%
Bisexual	7	1.0
Gay man	6	0.9
Heterosexual	480	71.5
Lesbian	3	0.4
PNTS	92	13.7
Blank	83	12.4
Total	**671**	**100.0**