



# **South Thames Colleges Group**

## **Equality, Diversity & Inclusion Annual Report 2018-19**

## **Welcome to the South Thames Colleges Equality Diversity & Inclusion Annual Report.**

This report provides information on what the South Thames Colleges Group has achieved in 2017/18 and our aspirations for achievement in 2018/19

Under the Equality Act 2010 (Appendix 1), the Group has a public duty to publish specific information on an annual basis on the progress made with regard to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity for those who share a protected characteristic
- Fostering good relations between people who share a protected characteristic and those who do not.

This Report provides an analysis of the diversity profile of the Group's workforce and student population, a review of the progress towards our strategic equality objectives, and an overview of how the Group continues to effectively integrate and embed equality and diversity into the planning, delivery and monitoring of the curriculum.

The Report portrays only a small proportion of the actions and experiences that take place across the Group but we hope that the information provided demonstrates the performance and commitment to one of our core values 'Opportunity', as well as its overall performance in respect of the Equality Duty.

Peter Mayhew-Smith

CEO/Group Principal

## About the Group

South Thames Colleges Group was formed in August 2017 and was a merger between Carshalton College, Kingston College and South Thames College. In order to allow the three merged Colleges to continue to build on their successful reputations, they have all continued with their existing names. South Thames College's Merton Campus formally become Merton College, meaning the new group has four distinct member colleges.

The merger has brought together the strengths of all the Colleges, enhancing opportunities for current and future students and safeguarding the provision of further education to local businesses and across south west London.

Carshalton College is recognised for its strong local presence and its thriving vocational curriculum, especially in construction, media and engineering. Kingston will continue to deliver some of the best Further Education provision in the country across a very wide range of high-profile subjects, sending around 1000 students a year to university. South Thames College's modern Wandsworth Campus is recognised for providing an industry-standard learning environment, whilst Merton College is home to the highly regarded Hospitality and Catering Academy.

## The Equality Duty

The Equality Act 2010 created a public sector equality duty, which was developed to harmonise the Equality Duties relating to race, disability, age and gender, and to extend it across the other protected characteristics. These are sexual orientation, religion or belief, gender reassignment, pregnancy, maternity, and marital status. The Group must therefore have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic.
- Foster good relations between people who share a protected characteristic and those who don't.

The Equality Duty requires the Group to ensure consideration of equality and good relations into all practices.

## This Annual Report:

- Demonstrates the work we are carrying out to achieve these duties.
- Provides published information relating to employees who share protected characteristics.
- Demonstrates how the Group endeavours to be an inclusive environment.
- Show how we are meeting our core values and behaviours, which relate to respecting and valuing all individuals.

The information contained in this report uses feedback and contributions from across the STC Group and from internal reports.

## Gender Pay Gap

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year to record the pay gap between male and female employees.

The Group is required to report based on a 'snapshot' date of 31 March 2018, with the requirement to publish no later than 30 March 2019. South Thames Colleges Group is therefore required to complete the data analysis exercise and publish the outcomes. The legislation requires the Group to complete six calculations to assess the pay gap.

**Pay Quartiles:** The Pay Quartiles are based on a rank order of all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate. The generated rank order is divided into four equal quarters to provide 4 pay bands or quartiles.

	£4.79 - £13.43			£13.43 - £16.87		
	Lower Quartile			Lower Middle Quartile		
	All Staff	Female	Male	All Staff	Female	Male
<b>Number</b>	324	245	79	324	218	106
<b>Percentage</b>		76%	24%		67%	33%
	£16.87 - £20.93			£20.93 - >£40.00		
	Upper Middle Quartile			Upper Quartile		
	All Staff	Female	Male	All Staff	Female	Male
<b>Number</b>	324	190	134	324	184	140
<b>Percentage</b>		59%	41%		57%	43%

	Female		Mal	
	Number	Percentage	Number	Percentage
<b>Lower Quartile</b>	245	29%	79	17%
<b>Lower Middle</b>	218	26%	106	23%
<b>Upper Middle</b>	190	23%	134	29%
<b>Upper Quartile</b>	184	22%	140	31%
	837	100%	459	100%

	Hourly rate
<b>Lower Quartile</b>	£4.79 - £13.43
<b>Lower Middle</b>	£13.43 - £16.87
<b>Upper Middle</b>	£16.87 - £20.93
<b>Upper Quartile</b>	£20.93 -

**Mean Pay:** The mean gender pay gap is the difference between the mean (average) gross hourly pay of female employees (taken as a single group) and mean (average) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
<b>Mean Pay</b>	£16.79	£19.12	12.2%

**Median Pay:** The median gender pay gap is the difference between the mid-point (median) gross hourly pay of female employees (taken as a single group) and the mid-point (median) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
<b>Median Pay</b>	£16.01	£19.18	16.5%

#### **ED&I Objectives for 2019/20**

1. Reduce gender pay gap
2. Improve diversity of Management Teams
3. Continue to improve and develop inclusive facilities
4. Continue to develop flexible opportunities and curriculum offers for High Needs Learners
5. Improve the collection of equality and diversity data for learners and staff

## GROUP PROFILE

In 2018/19, 72% of students did not declare their religion, sexual orientation or gender identity at enrolment. This was due to the systems migration and non-mandatory completion. For 2019/20 all fields will be mandatory, with the option of selecting prefer not to say.

<b>Gender</b> <ul style="list-style-type: none"><li>• The Group student population consists of 56% female and 44% male. This is consistent with the previous year (within 1%).</li><li>• The Group staff population consists of 65% female and 35% male. This is consistent with the previous year (within 1%).</li></ul>	<b>Age</b> <ul style="list-style-type: none"><li>• 16-18 year olds account for 29% of our student population, with the greater majority, 71%, at 19+</li><li>• 19% of staff across the Group were aged 60 or above, compared with 17% in 2017/18.</li><li>• The majority of staff, 36%, are aged between 50-59. This was unchanged from 2017/18</li></ul>
<b>Disability</b> <ul style="list-style-type: none"><li>• 9% of our students declared a learning difficulty, disability or health problem in 2018/19. This is consistent with the previous year, within 1%</li><li>• 6% of staff declared a learning difficulty, disability or health problem in 2018/19. This was the same level of declaration in 2017/18.</li><li>• Physical Impairment remained the most common category of declared disability.</li><li>• A key ED&amp;I Objectives for 2019/20 is to improve the collection of this data.</li></ul>	<b>Ethnicity</b> <ul style="list-style-type: none"><li>• The largest proportion of students are White British or from another White background at 54% this is comparable with 2017/18.</li><li>• The staff BME profile for the Group remained the same at 23% in both 2018/19 and 2017/18.</li><li>• White British representation in the Group at 68% is 1% less than in 2017/18.</li><li>• The Group does not know the ethnicity of 9% of staff, either because they prefer not to say or have not given this information. This is 2% more staff than in 17/18.</li><li>• A key ED&amp;I Objectives for 2019/20 is to improve the collection of this data.</li></ul>
<b>Sexual Orientation</b> <ul style="list-style-type: none"><li>• In 2018/19, 88% of students declared their sexual orientation as heterosexual.</li><li>• The Group has low levels of staff disclosure.</li><li>• A key ED&amp;I Objectives for 2019/20 is to improve the collection of this data.</li></ul>	<b>Religious Belief</b> <ul style="list-style-type: none"><li>• 4504 students declared a religion at enrolment. Of which the largest proportion are Christian at 43%.</li><li>• The Group has low levels of staff disclosure.</li><li>• A key ED&amp;I Objectives for 2019/20 is to improve the collection of this data.</li></ul>