


# EQUALITY & DIVERSITY REPORT 2010-2011



A man and a woman are filming a scene in a conservatory. The man, on the left, is wearing a white t-shirt with a blue graphic and is holding a Sony video camera. The woman, on the right, is wearing a light-colored cardigan and is also holding the camera. They are both looking up and smiling. The background features a thatched roof and wooden walls. A blue text box is overlaid on the bottom left of the image.

"Outstanding at  
meeting the needs  
of learners" OFSTED 2010.

# College mission statement:

*To provide learners with a high quality experience celebrated through academic and vocational achievement, personal development and employability.*

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## Overview

The staff and governors of the college, together with the Cornwall College Students' Union, are committed to promoting fairness and giving everyone the opportunity to achieve to their maximum potential. The College prides itself on giving access to education and training to all and to being an employer of choice to the most talented people regardless of anything other than their ability to make the college one of the best in the country.

In May 2010 the Ofsted inspectors judged the College to be 'good' at promoting equality and diversity. Key comments from the inspection report were:

*"There are no significant differences between groups of learners based on their gender, ethnicity or additional needs."*

*".. it is a tolerant and respectful community."*

*"The College's partnership work is outstanding....The College has forged strong and mutually beneficial links with many community groups and voluntary organisations, working with some of the most disadvantaged and demanding client groups in the area."*

### HEALTH AND EARLY YEARS

students have a range of guest speakers to give them a good educational grounding and support employment after their course e.g. as part of learners' special needs units someone with a visual impairment talked to students about everyday living.

In addition to the commitment of the College to equality and diversity, a new equality law in April 2010 has increased the responsibilities of the College in this area. Under this law the College must, in the exercise of its functions:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people
- foster good relations between people.

The College must also make available information on how it is going about this and how successfully.

This Equality & Diversity Annual Report sets out what the College has achieved over the past twelve months and the objectives it has set for the next year.

# Our Equality & Diversity Policy, Plans and Targets

To ensure that the responsibilities of the College for equality and diversity are met the College has:

- **an Equality & Diversity Policy\***
- **a Single Equality Scheme (SES) 2008-11\***
- **an Equality & Diversity (E&D) Committee**
- **an Equality & Diversity Action Plan 2010-11\***
- **an Equality & Diversity Working Group.**

\*Full details available at [www.cornwall.ac.uk](http://www.cornwall.ac.uk)

These policies and structures ensure that equality and diversity is at the forefront of all that the College does. What this does not show is the tremendous amount of work done by staff, governors and students of the College. This includes work in the classroom, in the workplace and in the community - highlights of which are illustrated in the following parts of this report.



## ARTS AND MEDIA

From wall displays of folk tales from Asia, to first year assignments in which art students must design a logo for an Indian foods chain, cultural diversity is celebrated at every opportunity.

# Our learners - performance and success data

*The success of our learners puts Cornwall College top in Cornwall and in the top 25% of similar colleges in the country.*

We understand that we serve our learners and the community best by providing quality education and training. We also understand that some people in our community have more barriers to learning and achieving success than others. In recognition of this Cornwall College strives to ensure that all learners, whatever barriers they face, enjoy the same chances of success.

The performance of the College is checked by careful and regular review of our students. This is done by teachers regularly meeting with students but also by looking in detail at our student data. We currently have data which shows us how well our students are doing split by ethnicity, age, disability and gender and we continually review this to make sure that no groups are under-performing.

To date the College has not collected data from students on their sexual orientation or faith. We are currently considering how best to gather this information to meaningfully ensure that all groups are best served by the College.

## Cornwall College Learner Equality & Diversity Impact Measures

Ethnicity: Long Course Success rates 2008-09 to 2009-10		2008-09				2009-10			
		Black & Minority Ethnic	White British	White Other	Nat Av ALL	Black & Minority Ethnic	White British	White Other	Nat Av ALL
Ethnicity ALL Ages	Starts	281	11744	237		277	11610	301	
	Success	75%	79%	76%	76%	74%	78%	80%	79%
	Retention	87%	88%	87%	86%	87%	88%	90%	88%
	Achievement	86%	90%	86%	89%	84%	88%	89%	89%
Ethnicity 16-18	Starts	94	7129	77		131	6554	84	
	Success	79%	82%	88%	77%	77%	79%	80%	79%
	Retention	93%	90%	94%	86%	91%	90%	90%	88%
	Achievement	85%	91%	94%	89%	85%	88%	88%	90%
Ethnicity Group 19+	Starts	187	4615	160		146	5056	217	
	Success	73%	75%	69%	75%	71%	76%	81%	79%
	Retention	84%	85%	84%	85%	84%	86%	90%	88%
	Achievement	86%	88%	82%	88%	84%	88%	90%	89%

Disability/Learning Difficulty: Long Course Success rates 2008-09 to 2009-10		2008-09				2009-10			
		Disability /LD	No Disability /LD	Unknown	Nat Av ALL	Disability /LD	No Disability /LD	Unknown	Nat Av ALL
Disability/Learning Difficulty ALL Ages	Starts	3480	7589	1442		2926	7740	1807	
	Success	80%	78%	79%	76%	79%	78%	76%	79%
	Retention	88%	88%	88%	86%	89%	89%	85%	88%
	Achievement	91%	89%	89%	89%	88%	88%	89%	90%
Disability/Learning Difficulty 16-18	Starts	2238	4288	909		1576	4232	1109	
	Success	82%	81%	83%	77%	81%	80%	76%	80%
	Retention	90%	90%	90%	86%	91%	91%	86%	88%
	Achievement	91%	90%	91%	89%	89%	88%	89%	90%
Disability/Learning Difficulty 19+	Starts	1242	3301	533		1350	3508	698	
	Success	75%	75%	73%	75%	77%	76%	76%	79%
	Retention	84%	85%	85%	85%	88%	86%	85%	88%
	Achievement	90%	88%	85%	88%	87%	88%	90%	89%

Gender: Long Course Success rates 2008-09 to 2009-10		2008-09			2009-10		
		Female	Male	Nat Av ALL	Female	Male	Nat Av ALL
Gender ALL Ages	Starts	7371	5140		7076	5397	
	Success	79%	79%	76%	78%	78%	F – 80% M – 78%
	Retention	87%	89%	86%	88%	89%	F – 88% M – 88%
	Achievement	90%	89%	89%	89%	87%	F – 90% M – 89%
Gender 16-18	Starts	4133	3302		3600	3317	
	Success	81%	82%	77%	79%	80%	F – 80% M – 78%
	Retention	89%	91%	86%	89%	91%	F – 88% M – 88%
	Achievement	91%	90%	89%	88%	88%	F – 91% M – 89%
Gender 19+	Starts	3238	1838		3476	2080	
	Success	75%	74%	75%	77%	74%	F – 80% M – 79%
	Retention	85%	84%	85%	87%	86%	F – 89% M – 88%
	Achievement	88%	87%	88%	89%	86%	F – 90% M – 89%

Note: Success rates for 2008-09 and 2009-10 cannot be compared directly with those for 2007-08 as the method of calculating success rates changed with effect from September 2009 as a result of demand led funding.

## Our Learners - Support Received

Cornwall College works hard to give more to its students. In order to achieve excellent results the College provides a full range of support to our students, including transport, advice and guidance, help with finance and childcare.

We warmly welcome and support students with disabilities and are fully committed to widening access to students by providing additional support. This ensures that all students benefit from their academic studies.

The word disability covers a wide range of conditions from physical or sensory impairment to dyslexia and mental health problems.

Whilst we know what we can offer, the student is the best judge of what they require to participate fully in student life. Many students may feel unsure about how to manage their course of study in relation to their disability whatever that may be. We offer encouragement to all students and endeavour to provide advice, support, facilities and equipment suitable to all individual needs.

### THE ETHNICITY AND GENDER

balance in land-based subjects has in the past mirrored industry. Work has been undertaken to improve the gender imbalances and 2009/10 saw a 10% increase in males on equine courses and a 4% increase in females on agriculture courses.



# Our Learners – Wider Experiences

Every year the College holds 'Celebrating Diversity Week' - a celebration of diversity across all seven Cornwall College sites. Diversity is promoted in different ways throughout the year, however Celebrating Diversity Week provides a particular celebration and opportunity to learn and share.

A few of the highlights of 2011 Celebrating Diversity Week from the many events...



Students performed a piece called 'My World - Global Classroom' in which 'guerrilla' players burst into classes unannounced and presented to the astonished students.

The Students' Union wanted to look at the issue of migrant workers in Cornwall with a talk by Inclusion Cornwall at the Duchy College Rosewarne campus. They also took to Morris Dancing with gusto.

At Falmouth Marine School they celebrated Fairtrade Fortnight by 'swapping your cuppa' for Fairtrade hot chocolate and a bunting making competition. Cornish language classes were sampled along with that symbol of Cornwall - the pasty.

Two blankets knitted by staff and students at Cornwall College Newquay were donated to St Petroc's the homeless charity in Truro. The same students experienced homelessness in disaster zones by sleeping the night in a Shelterbox tent and raising funds for the charity.

The art department at Cornwall College Saltash invited Bridging Arts (a not for profit organisation which uses the Arts to tackle difficult issues) to display their 'I Packed it Myself' exhibition and to run a workshop which looked at people's views on migrant workers.

'Machchav' a play based on Macbeth adapted and performed by Performing Arts students at Cornwall College St Austell investigated contemporary youth culture.

At Duchy Stoke Climsland a packed schedule of events included Bollywood dancing, Swahili lessons and a visit by Easterbrook Farm, a residential centre for young adults with special needs.

# Our Community Engagement


*Cornwall College has a longstanding commitment to reach out to all members of the community.*

Many will be aware of the College's wide range of community recreational courses. Perhaps less well known is the fact that the College works with numerous voluntary and community organisations representing a broad and varied section of the people of Cornwall, many of them disadvantaged. Some of the groups we have worked with over the past twelve months are:

- New Connections - A homeless charity based in the west of the region
- The Anchor Project - NHS mental health
- Colours Carers Group - Support for carers coping with long term illnesses
- WILD - An organisation supporting parents throughout Cornwall
- Perranporth Doctors Surgery - Depression support through creative crafts
- Lescudjack Children's Centre - In partnership with Sure Start Penzance
- Colourful Women's Group - ESOL creative craft courses for immigrant community group
- Gwellheans - A drug and alcohol misuse support centre
- Probation Service - A series of bespoke courses for ex-offenders
- various learning difficulties support centres - Boscawen Farm (Robert Owen Trust), Cheshire Homes (Leonard Cheshire Disability), Drym Valley Horticultural Centre, Kehelland Horticultural Centre, Spectrum Trust and All Saints Community Church Tuckingmill
- music therapy for those suffering with Tourettes.

In addition to training we also have a team giving advice and guidance in the community with the aim of widening participation in training from under-represented groups.

**CONSTRUCTION LECTURERS AND STUDENTS** have been working in the community with initiatives such as outside story-time seating for Trevithick primary school; notice boards for church and community halls; small building works for schools and sports clubs.



**In 2009-10 19% OF OUR** Information and Communication Technology students were disabled. Several students had specific learning and support needs which were met by special arrangements and additional learning support when required.

We have worked with:

- the Probation Service in Truro, St Austell, Camborne, Falmouth, Liskeard and Penzance
- Cornwall One Support attendees at their nine branches through out the county
- the Headway project for those with brain injuries at both Lostwithiel and Truro.
- the Restormel Community Link project based at St Stephens
- the Cornwall Council Family Learning Service.
- the Elderberries at Par
- the Polish community at Bugle
- Young Mothers and Young Fathers groups based at the Fourways Centre in St Blazey.

Underpinning this work is the commitment of the whole college to working with groups that many other colleges have increasingly withdrawn from, citing poor success data as justification. Cornwall College has not only continued with its commitments to the hardest to reach members of the community - it has committed to increasing its work with these groups.

*Over the coming months the college is holding a series of consultation events with its key partners in the community, seeking their views on our role within the community.*

The college has also played a key role in the AOC/NIACE/157 group joint inquiry into the future of colleges in the community. Members of the management team have given evidence to the inquiry over the past month and are working closely with other colleges across the country to ensure Government funding continues to support our work in the community.



### ALL HAIR AND BEAUTY

staff at Cornwall College Camborne, St Austell and Saltash received training on transgender issues. People undergoing gender reassignment can require assistance with their appearance and ensuring that the College can respond sensitively through its commercial salons is important.

Cornwall College is also working with a successful social enterprise to investigate joint enterprises which can provide real job opportunities to some of the most disadvantaged members of the community.

As well as providing training and guidance the College works with diverse range of community groups in other ways.

*For example, Cornwall College had a float in the 2010 Cornwall Pride parade in Truro in August and a stand at the Cornwall Respect Festival.*

We have also been working in partnership with Devon and Cornwall Constabulary and its diversity officers as part of Partners and Communities Together projects for LGBT and BME groups in Cornwall, with support and participation planned for a community LGBTQ information event in June with the Intercom Trust and our own Students' Union Diversity Officers.

The Centre for Housing and Support (CHS) is part of the Cornwall College Group which works with a diverse range of organisations supporting vulnerable groups in society. Addressing issues of inequality and social exclusion is a key part of their courses such as the Certificate in Promoting the Mental Health and Well-being of Older People which challenges the marginalisation of older people, especially those with mental health needs, offering a positive approach to promoting mental health.

*CHS is currently working with the Bournemouth Churches Housing Association (BCHA) on a course which will be for support workers involved in supporting offenders and ex-offenders, including older offenders with dementia.*





**SCIENCE AND MATHS** teams at Cornwall College Camborne and Newquay have set up Skype links with external speakers in London, Oxford, Uganda, Denmark and the Seychelles, bringing students and staff into direct conversation with those in different cultures and with different points of view.



## SPORT

The promotion of national initiatives such as Kick Racism Out of Football and charity events to raise money for Children in Need and Sport Relief represented good opportunities to highlight equality and diversity with students.


# Our Employer Engagement

The College works with employers through Cornwall College Business which has over 400 active customers within Cornwall. Within the rural economy Duchy College's Rural Business School and the Duchy Training Agency also offer a full range of programmes to businesses.

Equality and diversity forms an important part of our relationship with businesses. For any work placements, including apprenticeships, equality and diversity is part of our contractual relationship with employers. To enhance this we also provide employers with an Equality & Diversity Guide to Employers, which has been well received.

A performance report which compares success rates of our employed learners by a range of Equality & Diversity indicators is produced annually by Ofsted. The latest available figures are for the year 2009-10. Highlights from this report are that:

- for 2009/10 our apprenticeship overall success rate was above the national average in seven out of nine Black and Ethnic Minority (B&EM) categories and only slightly below in the other two, timely success was higher than the average in eight out of nine categories
- overall success rates by disability were higher than the national average in seven out of eight categories and for timely success higher in all eight. For learners with a learning difficulty success rates were higher than the national average for all six categories in which we had learners
- the overall success rate for females was 82% against a national average of 74% and for males 81% against a national average of 74%
- success rates were well above national averages in each of the three age groups measured: 16-18, 19-24 and 25+.



**THE A-LEVEL DEPARTMENT** has been developing links with a partner in Uganda – St Henry's School. This has enabled the exchange of information and curriculum projects between students at Cornwall College Camborne and St Henry's.

## Our Staff

Cornwall College aims to be an Employer of Choice for all employees and is committed to promoting and embedding Equality & Diversity. During the academic year 10/11 Human Resources took account of the need to promote and embed Equality & Diversity by:

- reviewing and impact assessing all policies and procedures to take account of the new Equality Act.
- collating and analysing staff employment data by gender, age and job role.
- collating and monitoring statistics for recruitment during the year, ensuring the gender split for those applying for, being shortlisted for and being successful in appointment matches the general population of the College.
- retaining our two ticks status as an equal opportunities employer.
- monitoring grievances, disciplinary, absence and capability procedures by protected characteristics. Any divergence from the general college population is investigated to see if there is any discriminatory process or practice.
- continuing to prioritise Equality & Diversity training for Learning and Development. The College has provided training sessions for governors, teachers, business support staff and managers this year.

## Staff by gender, age, disability and ethnicity

Gender	Manager	Support	Teacher	Grand Total	%
F	97	819	383	1299	62%
M	90	366	335	791	38%
Grand Total	187	1185	718	2090	

Age Group	Manager	Support	Teacher	Grand Total	%
Under 25	2	80	12	94	4%
25 - 34	32	226	110	368	18%
35-44	54	254	194	502	24%
45-54	66	327	240	633	30%
55-64	32	245	144	421	20%
65+	1	53	18	72	3%
Grand Total	187	1185	718	2090	



**THE SCHOOL OF EDUCATION AND TRAINING** embeds equality of opportunity in teaching, training and learning ensuring it is addressed explicitly as part of the initial Teacher Training curriculum.



Disability	Manager	Support	Teacher	Grand Total	%
No	133	859	447	1439	69%
Not Known	47	298	241	586	28%
Prefer not to say		1		1	0%
Yes	7	22	25	54	3%
Yes-Learning Difficulty		2	1	3	0%
Yes-Mental Ill Health		1		1	0%
Yes-Physical Impairment		1	4	5	0%
Grand Total	187	1185	718	2090	

Ethnicity	Manager	Support	Teacher	Grand Total	%
Any Other	5	75	18	98	5%
Asian/ B.Asian-Indian	1		1	2	
Asian/B.Asian-Any Other		1	1	2	
Black/B.Black-African		1	2	3	
Black/B.Black-Any Other		1		1	
Black/B.Black-Caribbean			1	1	
Chinese		2		2	
Cornish	5	30	20	55	3%
Mixed-Any Other		2	3	5	
Mixed-W & B Carribean			1	1	
Mixed-White & Asian	1	2		3	
No Translation Found		5	4	9	
Not Known / Not Provided	38	243	184	465	22%
Prefer not to say	1		1	2	
White - Any Other		27	14	41	2%
White - British	134	787	461	1382	66%
White - Irish	2	9	7	18	1%
Grand Total	187	1185	718	2090	




# Future Challenges

The College Principal and the Board of Governors have a clear vision for Cornwall College to excel in terms of equality and diversity. As has been shown in this report much has been achieved in the past year but the College has set objectives to make sure that progress continues. The main objectives agreed for the coming year are that:

- equality and diversity should form a natural and ongoing part of our teaching and all other activities
- prejudice and discrimination should always be challenged by our staff
- our policies should be reviewed regularly to make sure we are not disadvantaging any students or staff
- we will work with our Union Representatives to ensure that our recruitment policies are inclusive.

We have also committed to applying for the 'Stonewall Workplace Equality' Index. This is a nationally respected scheme to help organisations focus on excellence in equality and diversity. Whilst we acknowledge that we have progress to make we feel that declaring the intention to apply to this scheme will act as both a spur for improvement and a signal to our students, staff and the community of our commitment.



**PREPARATION FOR LIFE AND WORK** lecturers have been involved with a number of projects which promote wider participation from diverse groups including: My Future, Skills for Work, Partnership Works, Young Mums and the Inclusion Cornwall Local News Project.



**DURING THE YEAR** our capital programme has been curtailed due to the financial position, however, we have still made improvement to the physical environment of the College for people with disabilities.



The statistics in this report are from the period August 2009 to July 2010.

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