



## **Equality & Diversity Statement 2017/18**

### **Here at Gateshead College we celebrate individuality.**

We recognise that we are all individuals, we have our own way of doing things, our own stamp and approach. We know that it's important to not only acknowledge this, but to celebrate everything that we do. To create the right environment, culture, processes and policies that fit our whole college community.

Our individuality is not only what makes us all unique, it is also our strength. It doesn't just apply to individuals; it equally applies to organisations like ours.

Gateshead College is fully committed to equality and diversity. We recognise that diversity is a positive attribute which brings many benefits. It is our intent to embed equality and diversity into the heart of the college's culture and to embrace all of the aspects of a diverse workforce and student population.



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### Identified Priority Areas 2016-19

Our equality scheme plan builds on the previous scheme 2014-16. It demonstrates, through our three-year action plan how we intend to move beyond compliance and focus on eliminating all forms of discrimination and inequality for the betterment of the people who use Gateshead College.

The equality scheme's action plan is an evolving document that will be reviewed and updated during the next three years with annual progress reports. Stakeholders will continue to be consulted and engaged with, to ensure that attention is given to matters which are important according to circumstances.

We will produce annual progress reports which will be considered by the Leadership Team and Governing Body.

We will focus on the following priority areas throughout the period of this scheme (2016-19)

- Common equality actions
- Learning and Development
- Meeting the specific duty on employment
- Disability equality actions
- Race equality actions
- Sex, Sexual Orientation and Gender identity equality actions
- Religion and/or belief equality actions
- Age equality actions

## Our People Profile

We collect and analyse data across a wide range of college activities to monitor what effect these have on people with protected characteristics.

The data presented here is a sample of the data collected. Where issues have been identified, the remedial action and impact of that action will be recorded in our Single Equality Action Plan and the annual Equality report for the Board of Governors. The data in this document is accurate at the end of the academic year 2017/18.

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### Staff Numbers

As of 31/07/18 we employed 584 people who occupied 603 positions.

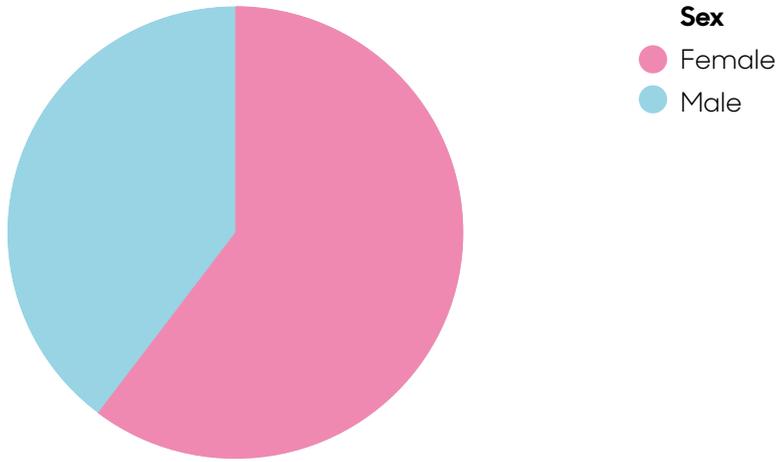


## Gender Split

This graph represents the split between genders.

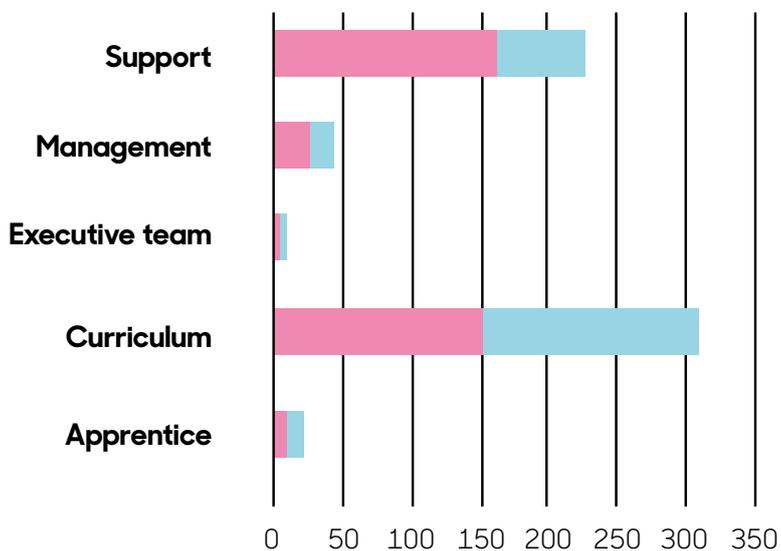
Female	331
Male	253
<b>Total</b>	<b>584</b>

### Gender by headcount



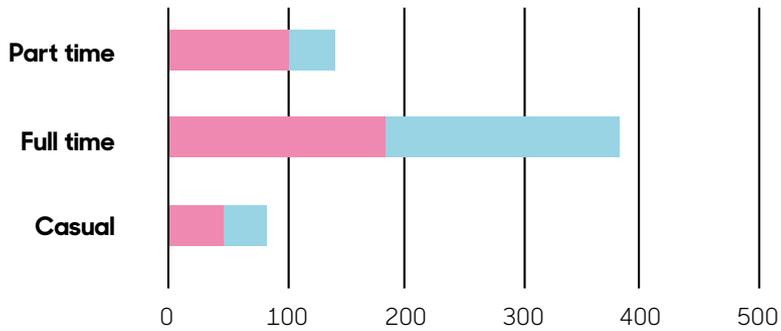
### Gender by job role (by positions)

	Female	Male	Total
Apprentice	8	6	<b>14</b>
Curriculum	148	159	<b>307</b>
Executive	2	5	<b>7</b>
Management	24	19	<b>43</b>
Support	160	72	<b>232</b>
	<b>342</b>	<b>261</b>	<b>603</b>

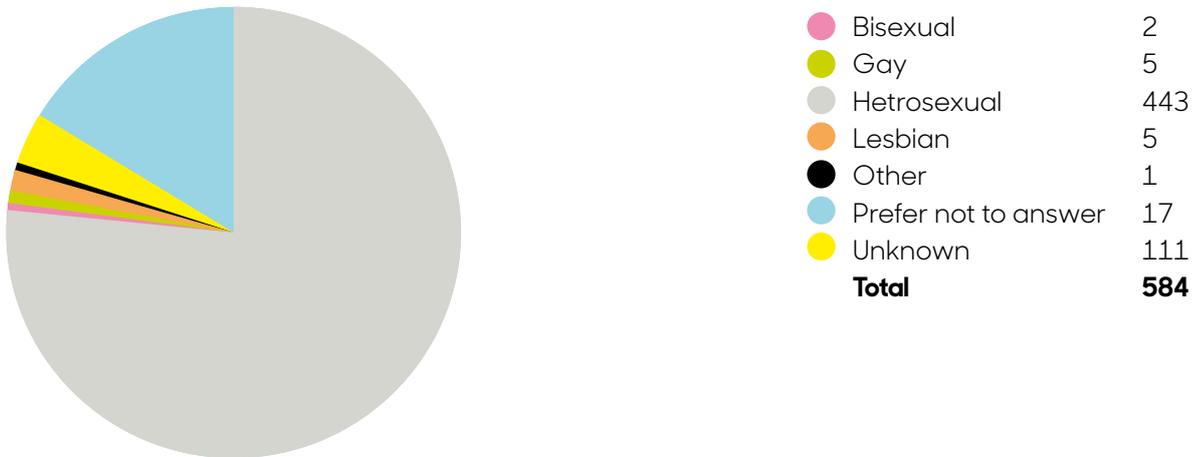


**Gender by contract type (by positions)**

	Female	Male	Total
Casual	54	34	<b>88</b>
Full time	191	194	<b>385</b>
Part time	97	33	<b>130</b>
	<b>342</b>	<b>261</b>	<b>603</b>

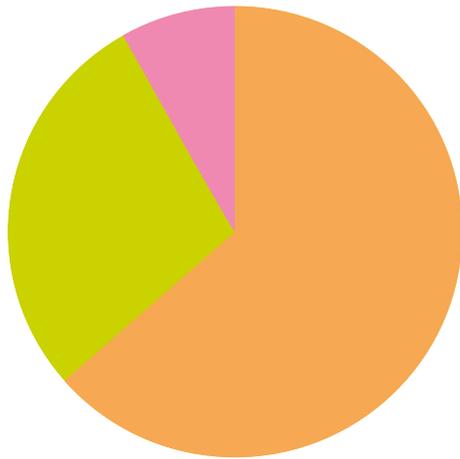


This graph represents the split between sexual orientation by headcount.



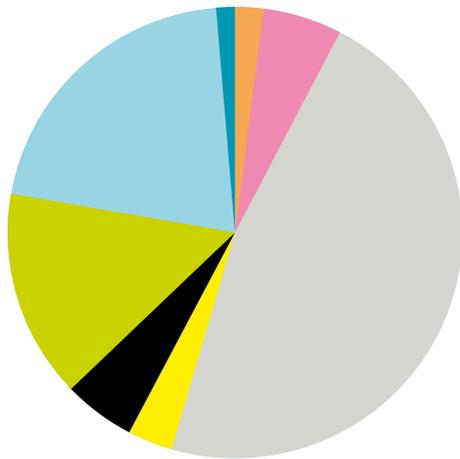
## Disability

This graph shows self-declared disability by headcount.



No	389
Unknown	148
Yes	47
<b>Total</b>	<b>584</b>

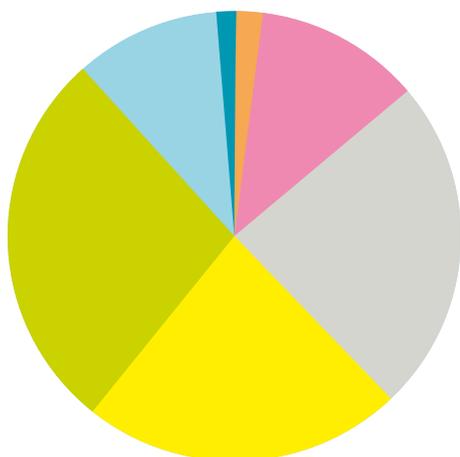
### Disability types



Disability affecting mobility	2
Hearing Impairment	7
Medical condition (eg eplepsy, asthma, diabetes)	22
Other	2
Other physical disability	4
Prefer not to answer	8
Specific learning disability (eg dyslexia, dyscalculia)	10
Visual Impairment	1
<b>Total</b>	<b>56</b>

## Age profile

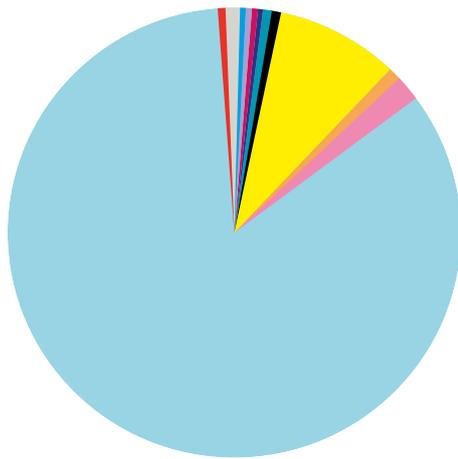
This graph shows the age profile by headcount.



16-20	11
21-30	66
31-40	135
41-50	147
51-60	162
61-69	56
70+	7
<b>Total</b>	<b>584</b>

## Race

This graph shows the declared race of our employees by headcount.



Any other background	2
Asian or Asian British-any other Asian Background	3
Asian or Asian British-Bangladeshi	1
Asian or Asian British-Indian	1
Asian or Asian British-Pakistani	1
Black or Black British-African	1
Mixed-Any other Mixed background	2
Mixed-White and Asian	2
Unknown	60
White- Irish	3
White-any other White background	8
White-British	500
<b>Total</b>	<b>584</b>

## Gender pay gap

The gender pay gap is an analysis of the average pay (expressed as a mean or a median) of both men and women with the difference expressed as a percentage of the male average. A positive percentage represents a bias in favour of males and a negative in favour of females. This report outlines Gateshead College's position as at the census point March 2017.

The duty to report encompasses the following areas:

- The average gender pay gap expressed as a mean average
- The average gender pay gap expressed as a median average

## Gender pay gap data

### Pay differentials

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 31 March 2017)

	Mean	Median
Hourly pay	6.3%	9.2%

This compares favourably with the national average (18.1% for all staff) and the sector:

Our analysis of our gender pay gap shows the following factors are material in the current position:

- Historic salary protection arrangements
- TUPE staff contracts
- The shape of the organisation

We consider that there is no issues around equal pay and all staff at the college are paid the living wage.

### Conclusions

We are confident that men and women are paid equally for doing equivalent jobs across the business. We continue to take action to address any gaps and to make sure our policies and practices are fair.

Whilst we have a relatively low gender pay gap we are not complacent and are continually reviewing our processes to impact on the gap. In particular, through our Equality & Diversity Strategy we have a dedicated sub group addressing issues associated with gender.

## Our staff

In March 2018, Gateshead College asked all staff to complete an equality and diversity survey. 360 staff (representing 60% of the workforce) completed the survey.

The College is committed to equal opportunities for everyone	<b>93%</b>
I understand the College's policy for Equality and Diversity	<b>98%</b>
I understand my role at the college in relation to Equality and Diversity	<b>99%</b>
I believe the College would be supportive of any member of staff who experiences any form of discrimination	<b>94%</b>
If I had concerns about anything related to Equality and Diversity I know how to find help	<b>97%</b>
The college provides effective training on Equality and Diversity	<b>96%</b>
I have the appropriate knowledge and skills in E&D to enable me to support others	<b>95%</b>
I believe that I would feel confident if I needed to deal with an Equality and Diversity issue involving myself or a colleague	<b>94%</b>
I believe that I would feel confident if I needed to respond to an Equality and Diversity issue raised by a student	<b>94%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Age	<b>95%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Gender reassignment	<b>93%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Marriage or civil partnership	<b>94%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Pregnancy or maternity leave	<b>95%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Disability	<b>94%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Race (including colour, nationality, ethnic or national origin)	<b>96%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Religion, belief or lack of religion/belief	<b>95%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Sex	<b>95%</b>
The College is inclusive and effectively supports those with the following protected characteristics: Sexual orientation	<b>96%</b>
The College is a welcoming and inclusive place for our learners to study	<b>99%</b>
The views of staff and learners from all backgrounds are sought and listened to.	<b>93%</b>
I feel I can be myself at work	<b>94%</b>



## Our students

### End of year satisfaction survey for 2017-18

(feedback collected from 1,613 students at the end of their academic programme)

	16/17		17/18
Overall, I am satisfied with the college	95.21%	+	97.40%
Overall, I am satisfied with my course	93.33%	+	95.23%
I would recommend my course to a friend	92.29%	+	94.85%
The college staff are friendly and helpful	97.23%	+	98.57%

The teaching on my course is good	95.01%	+	96.40%
Learning objectives are made clear to me at the start of the session	93.48%	+	95.41%
Lessons are well planned	92.88%	+	95.97%
The lecturer checks that I am learning	93.62%	+	95.66%
Teaching materials are of a high quality	91.99%	+	94.61%
I can access electronic resources to support my learning	97.23%	+	98.20%
I have 1:1 reviews to discuss my progress	94.17%	+	96.28%
I know who to ask for help with any problems	96.94%	+	97.77%
I have been set clear targets	95.16%	+	96.28%
I have developed a broad set of skills that will help me in the future	94.81%	+	96.84%
I understand what is required when given an assessment task	93.62%	+	95.54%
Feedback I get on my assessments is helpful and I understand what I need to do to improve	94.32%	+	95.23%

Extra support is available if I need help with my learning	94.32%	+	96.40%
Support Services are helpful	92.34%	+	95.41%
The support I have received has helped me	96.06%	+	97.21%
My attendance at college is tracked	98.81%	+	99.38%
The careers guidance in college was very helpful	95.98%	+	97.47%
I was given effective help and support in relation to my application to university	94.49%	-	93.50%

The college is a safe place to learn and I feel safe at college	97.73%	+	98.51%
There is a strong focus on health and safety	96.24%	+	97.64%

## Our students performance in 2017/18.

This information will be published when 17/18 data has been released to the sector.



## Equality and Diversity Statistics 2017/18

<b>Ethnicity</b>	<b>%</b>
White - British	87.09
Any other white background	4.23
Black - African/Caribbean/Black British	3.98
Indian - Asian/Asian British	0.52
Pakistani - Asian/Asian British	0.92
Any other Asian background - Asian/Asian British	0.39
Any other ethnic group	0.97
Other	1.80
Not provided	0.11

<b>Gender</b>	<b>%</b>
Female	32.89
Male	67.11

<b>Learning Difficulties / Disabilities / Health</b>	<b>%</b>
Has a learning difficulty / disability	18.91
Does not have a learning difficulty / disability	80.62
Not provided	0.48

## Where our students come from

<b>Local Authority Area</b>	<b>%</b>
Durham	0.77
Gateshead	5.97
Newcastle Upon Tyne	1.56
North Tyneside	0.29
Northumberland	0.42
Other LA areas	87.71
South Tyneside	1.97
Sunderland	1.31

# OUR PURPOSE.

**To shape and nurture the most highly prized students in the jobs market.**