Equality, Diversity and Inclusion

Annual Report 2022/23 – Students, Apprentices and Workforce

City of Wolverhampton College is a diverse College serving a diverse city. The College is proud of the way that it enables students and apprentices from such a wide range of backgrounds to make progress in their lives as individuals; and celebrate the way that the College contributes to social inclusion and cohesion, and to the economic development of the city Wolverhampton and the wider region.

This Equality and Diversity Annual Report provides a snapshot of student and staff numbers by category. The actions we identify in the report reflect the College's commitment to act on all three elements of the Public Sector Equality Duty, namely:

- to eliminate discrimination, harassment and victimisation
- to advance equality of opportunity
- to foster good relations

As an employer, the College is committed to ensuring that our employment policies and practices promote equality of opportunity, and that action is taken to address inequalities.

Alongside this, the Governing Body is committed to ensuring that everyone at the College is valued for their contribution and individuality and that we do not compromise in our pursuit of a College culture that is free from discrimination, where people from different backgrounds and abilities work and learn together with mutual respect.

Wolverhampton is one of the most densely populated local authorities in England, but a City which celebrates its super-diversity.

- The population size has increased by 5.7%, from around 249,500 in 2011 to 263,700 in 2021. This is lower than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.
- The city is ethnically diverse with 45% of residents in 2021 being Ethnic Minority (that is, residents of non-White British heritage). Furthermore 23% of the population were not born in the UK.
- A fifth of the population is disabled, which is similar to the English average (2021).
- Many religions are followed in the City. Wolverhampton has the second-highest proportion of Sikh residents in England (2011).
- It is a deprived City, with 53% of its population at the time of the 2011 Census living in areas classified as the top 20% most deprived within England.

City of Wolverhampton College is of vital importance to the city of Wolverhampton, as the city seeks to overcome its poor economic and social performance in recent years.

Principal and Chief Executive Overview

At City of Wolverhampton College, inclusivity underpins everything. The College serves an incredibly vibrant and diverse student and apprentice community, of which we are extremely proud, transforming lives through learning and our purpose of *'Defining Futures'*.

We aim through our purpose to provide students and apprentices with a high-quality education which develops a relevant set of skills, knowledge and behaviours that lead to sustained positive destinations and improves life chances.

To ensure the purpose is deliverable, the College has a strategic framework that uses four success areas with annual objectives, measured through key performance indicators (KPIs) and progressed annually through action plans. This strategic framework is further underpinned by a set of key values aligned to each success area.

PURPOSE: Defining Futures

VALUES:

Student Engagement We value students

Student Success We value success & progression

Business Success We value sustainable business

People Engagement We value role models

Through these values, the College is committed to creating a positive working and learning culture where staff, students and apprentices are treated with respect and dignity, working with all to promote equality and celebrate diversity.

Our College's Equality, Diversity and Inclusion (EDI) objectives are to:

1. Raise the achievement levels of ALL different groups of students and apprentices and work towards eliminating the gap in achievement between students and apprentices with protected characteristics and those without.
2. Ensure the quality of education promotes, advances and celebrates diversity and British Values.
3. Recruit, support and develop a diverse workforce which reflects and meets the needs of students and the community the College serves.
4. Engage with students, apprentices and stakeholders to improve satisfaction levels and enhance the experience.
5. Support and enable access to learning for a diverse range of students and apprentices.

Malcolm Cowgill
Principal and Chief Executive of the City of Wolverhampton College

Student and Apprentice statistical information 2022/23 (data as of Dec 23)

Students data is of those students who attained a qualification	**Apprentices** a subset of data from the student population

- **6,649** total student population

- **42%** of students are aged 16-18, with **58%** being 19 or above.

- **44%** identify as female students, with **56%** identifying as male

- **22%** of students declared a difficulty/disability

- **57%** of students are White, **16%** Asian, **13%** Black, **6%** are of mixed heritage, **4%** class themselves as Other and **4%** of data is not known.

- **64%** of students have a Wolverhampton postcode with **82%** falling within the West Midlands Combined Authority area.

- **721** total apprentice population

- **54%** of apprentices are aged 16-18, with **46%** being 19 or above

- **31%** identify as female apprentices, with **69%** identifying as male

- **22%** of students declared a difficulty/disability

- **86%** of apprentices are White, **6%** Asian, **13%** Black, **6%** are of mixed heritage, **4%** class themselves as Other and **4%** of data is not known.

- **30%** of students have a Wolverhampton postcode with **52%** falling within the West Midlands Combined Authority area.

Student Profile and Outcomes

Achievement rates: age

	16-18	19+	Note
2021/22	**89%**	**85%**	There is no material gap in achievement by age. 16-18 achievement has dropped below 19+ achievement this year, while 19+ has increased by 5%.
2022/23	**88%**	**90%**	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2021/22	**83%**	**90%**	The achievement gap between males and females is 8%, increasing by 1%.
2022/23	**84%**	**92%**	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2021/22	**87%**	**87%**	This has widened by 4%. By sub ethnic groupings (and where there are substantial students) there are a few material achievement gaps: White/Black African 74%, Other Asian 82% and Other Mixed 84%. Gaps have closed for groups of Irish, Other and narrowed for Black Other.
2022/23	**91%**	**87%**	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2021/22	**85%**	**88%**	The gap has widened (5% compared to 3% in the previous year).
2022/23	**85%**	**90%**	

Apprentices' Profile and Outcomes

Achievement rates: age

	16-18	19+	24+	Note
2021/22	41%		52%	The achievement gap has closed between apprentices.
2022/23	54%		58%	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2021/22	49%	42%	A new gap has emerged, the opposite to the previous year with males now achieving better than females.
2022/23	44%	54%	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2021/22	46%	35%	The gap has widened compared to the previous year by 6% although BAME achievement has increased by 1%, White achievement has also increased by 7%.
2022/23	53%	37%	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2021/22	36%	48%	A gap remains (13%) and has increased on the previous year.
2022/23	39%	52%	

Workforce Profile

Staff

- The College employed 643 staff over the year, compared to 660 in 2021/22
- During the year, 13% (81) of staff joined the College, with 18% (115) leaving

Age

- 12 under 21 (2% of the workforce)
- 75 aged 21-30 (12%)
- 138 aged 31-40 (21%)
- 154 aged 41-50 (24%)
- 176 aged 51-60 (27%)
- 88 over 60 (14%)

Minimal changes: The majority of staff are over the age of 40 continues to represent 65% of the workforce, as it did in in the previous year.

Gender

- 419 females (65% of the workforce)
- 224 males (34%)

Minimal changes to previous year.

Difficulty and/or disability

- 3% declared having a difficulty/disability
- 16% preferred not to declare

Headline change:
The number of staff who preferred not to say has increased by 2% to 16%

Sexual Orientation

- 84% Heterosexual
- 10% LGBT
- 6% Prefer not to say

Minimal headline changes

Ethnicity

- 54% White
- 25% BAME groupings and other
- 21% Prefer not to say

Minimal headline changes

Religion

- 41% Christian
- 26% No Religion
- 19% Prefer not to say
- 14% Other Religion

Minimal headline changes