

South Thames Colleges Group

Equality, Diversity & Inclusion Annual Report 2022/23

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

At South Thames Colleges Group, there is a profound commitment to Equality and Diversity.

The events of the past few years have prompted us to look again at the progress we are making, especially in terms of tackling racism and promoting race equality. We are proud to attract students and staff from such a rich diversity of backgrounds but, in talking to our staff and students, we understand that we are not meeting all their expectations and the Group has much more to do. We published a strong statement of commitment to confronting and eliminating racism in the summer of 2020 which follows below. Its truth stands in the long-term, underpinning more recent work to make this issue explicit and alive in our strategy and operations. We are now committing to renewed action to drive race equality further forward.

We are also sighted on other inequalities that we reflect in our student and staff experiences, most notably the gender pay gap for our female staff and the differential outcomes for students with High Needs. We are equally committed to addressing these deficits and have made these priorities in our action-planning too.

This Annual Report provides information on what the South Thames Colleges Group has achieved in 2022/23 and our aspirations for 2023/24.

Under the Equality Act 2010, the Group has a public duty to publish specific information on an annual basis on the progress made regarding:

- 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 outcomes achieved by the Group impacting across the many people who are part of it from a wide diversity of backgrounds, as well as its overall performance in respect of the Equality Duty.

The focus of our aims for the future is to have a measurable impact on the outcomes directly affecting the lives of our staff and students, working to reduce the gaps in pay and seniority for staff and learning outcomes for students. To strengthen this work, we will set firm metric targets for improvement over an extended period and report on them every term to our newly designated Safeguarding, Wellbeing and Equalities committee of the Governing Body. We expect to achieve significant change and for that change to make a real difference to the lives of the diverse people who work and study at South Thames Colleges Group.

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. 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 do not.

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 2022. 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.

	£5.31 – £13.01			£13.13 – £18.84		
	Lower Quartile			Lower Middle Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	275	206	69	275	190	85
Percentage		75%	25%		69%	31%
	£18.84 – £21.70			£21.70 - £116.15		
	Upper Middle Quartile			Upper Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	275	168	107	274	173	101
Percentage		61%	39%		61%	39%

	Female	Male
Lower Quartile	28%	19%
Lower Middle Quartile	26%	23%
Upper Middle Quartile	23%	30%
Upper Quartile	23%	28%
	737 Staff	362 Staff

	Hourly rate
Lower Quartile	£5.31 - £13.01
Lower Middle Quartile	£13.13 - £18.84
Upper Middle Quartile	£18.84 - £21.70
Upper Quartile	£21.70 - £116.15

Mean and Median 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:

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).

	Female	Male	Gap	Variance
Mean Pay	£18.18	£19.93	8.8%	-0.8%
Median Pay	£18.03	£20.29	11.1%	+1.8%

Ethnicity Pay Gap

	White	Ethnic Minorities	Mixed	Unknown	All Non-White	Gap
Mean	£ 19.24	£ 18.05	£ 18.87	£ 17.45	£ 18.13	1.9%
Median	£ 19.30	£ 18.67	£ 19.30	£ 17.07	£ 18.03	1.9%

ED&I Targets 2021/24	
<ol style="list-style-type: none"> 1. Reduce Gender Pay Gap down to 3% gap 2. Reduce Ethnicity Pay Gap down to 3% gap 3. Staff population to be 30% BAME including management tiers 1-4 4. BAME student achievement to be within 2% of each Colleges rate and across the Group 5. HNS student achievement for 19+ Vocational and E&M High Grades to be to within 4% of each College rate and across the Group 6. Improve disclosure rates on sexuality and religious belief/faith amongst staff and students by a minimum of 10% 	
2021/22 ED&I Progress against Objectives	Outcomes as at 31 July 2022
<ol style="list-style-type: none"> 1. Reduce Gender Pay Gap down to 3% gap 2. Reduce Ethnicity Pay Gap down to 3% gap 3. Staff population to be 30% All Ethnic Minorities Background including management tiers 1-4 4. BAME student achievement to be within 2% of each Colleges rate and across the Group 5. HNS student achievement for 19+ Vocational and E&M High Grades to be to within 4% of each College rate and across the Group 6. Improve disclosure rates on sexuality and religious belief/faith amongst staff and students by a minimum of 10% 	<ol style="list-style-type: none"> 1. The median Gender Pay Gap increased in 2022/23 by 1.8% to 11.1%. 2. The median Ethnicity Pay Gap reduced in 2022/23 by 0.1% to 1.9%. 3. The percentage of All Ethnic Minorities Background managers has decreased by 4% from 25% in 2021/22 to 21% in 2022/23. 4. 2022/23 Overall All Ethnic Minorities Background Achievement at 86.3% was 0.1% lower than the Overall Group Achievement Rate (86.4%). This is an improvement on 2021/22 where overall BAME (All Ethnic Groups excl White) Ethnic Group Achievement at 82.6% was 0.5% lower against Overall Group Achievement (83.1%) 5. 2022/23 Overall HNS 19+ Group Achievement at 92.9% was 4.8% higher than the Overall 19+ Group Achievement Rate (88.1%). This is an improvement on 2021/22 where overall HNS 19+ Group Achievement at 87.8% was 2.5 higher against Overall 19+ Group Achievement (85.3%) 6. Disclosure Rates Staff: 2022/23 Staff disclosure rates for Sexual Orientation and Religion/Belief: Sexuality 50% disclosure – up from 11% in 2021/22 Religious Belief 52.7% disclosure – up from 15% in 2021/22 Students: 2021/22 Student disclosure rates for Sexuality and Religion: Sexuality 58.1% disclosure – down 1.5% on 2020/21 Religious Belief 63.1% disclosure – down 1.2% on 2020/21 2020/21 Student disclosure rates for Sexuality and Religion: Sexuality 59.6% disclosure Religious Belief 64.3% disclosure

GROUP PROFILE

All data correct as at 31 July 2023

Gender

- The Group student population consists of 57% female and 43% male. In 2020/21 this was at 56% female and 44% male. This is a 1% increase in females.
- The Group staff population consists of 68% female and 32% male. This is unchanged since 2021/2022 and slightly higher than the national sector average at 65%.
- The proportion of staff in each category is as follows:

Post Type	Female %	Male %	Grand Total Nos
Business Support	74%	26%	303
Learning Support	69%	31%	259
Teaching	66%	34%	624
Management	64%	36%	149
Senior Management Team	53%	47%	19
Grand Total	68%	32%	1368

Age

- 16–18-year-olds account for 35% of our student population, with the greater majority, 65%, at 19+
- 26% of staff across the Group were aged 60 or above, compared with 23% in 2021/22.
- The majority of staff, 33%, are aged between 50-59. This has remained the same since 2021/22.
- The average age of staff is 50 years old. The 2021/2022 Department for Education sector survey shows that the highest percentage of staff within the FE sector fall within the 50-59 age bracket.
- The minimum and maximum age for staff employed in each post category is as follows:

Post Type	Minimum Age	Maximum Age
Business Support	19	79
Learning Support	19	80
Teaching	22	93
Management	25	71
Senior Management Team	40	66
Overall	19	93

Disability

- 15.6% of our students declared a learning difficulty, disability, or health problem in 2020/21. This is an increase on 2019/20 (7%).
- 5% of staff declared a learning difficulty, disability, or health problem in 2022/23. This has remained at the same level of declaration since 2018/19.

Ethnicity

- In 2020/21, the largest proportion of students are White British or from another White background at 49.5%. In 2019/20 White British or from another White background it was 34%.
- The staff ethnic minority (including all mixed ethnicities) profile for the Group increased in 2021/22 by 1% to 26%. The ethnic minority profiles were 25% in 2021/22 and 23% in 2020/21.

- 21% of management colleagues (Levels 1 to 4) are ethnic minority (including all mixed ethnicities), down from 25% in 2021/2022. This is lower than the average in the London area which stands at 29%.
- White representation in the Group is 65%. In 2021/2022 it was 63%, 2020/21 it was 66% and was 67% in 2019/20.
- The Group does not know the ethnicity of 9% of staff, a decrease of 2% from 2021/22, either because they prefer not to identify their ethnicity or have not provided the information.
- The proportion of staff by role type is as follows:

Post Type	Ethnic Minority (incl Mixed Ethnicities)	Prefer not to say/Not known	White	Grand Total
Business Support	75	22	206	303
Learning Support	78	20	161	259
Teaching	168	71	385	624
Management	37	9	117	163
Senior Management Team	2	0	17	19
Grand Total	360	122	886	1368

Ethnicity by Management Levels

	Ethnic Minority (incl Mixed Ethnicities)		Prefer not to say/Not known		White	
	2022/2023	2021/2022	2022/2023	2021/2022	2022/2023	2021/2022
First Line Managers	27	12	7	12	89	69
Middle Managers	10	12	2	1	28	37
Senior Managers	2	1	0	2	17	15
All Managers	39	25	9	15	134	121

Key:

First Line (Team Leaders, Curriculum Managers)

Middle Managers (Heads of Department and Heads of School)

Senior Managers (Directors, Vice Principals, Principals, Deputy CEO and CEO)

Sexual Orientation

- In 2020/21, 89.1% of students declared their sexual orientation as heterosexual, the same as in 2019/20.
- In 2022/23, 42% of staff declared their sexual orientation as heterosexual. 56% of staff have not recorded their sexual orientation. Disclosure rates have increased by 33% since 2021/22.

Religious Belief

- 63.1% of students declared their religion at enrolment. Of which the largest proportion are Christian (inc CoE, Catholic) at 43.1%. 30.8% declared as No Religion, 18.1% Muslim.
- 46% of staff have declared their religion, of which the largest proportion are Christian (inc CoE, Catholic) at 25%, followed by Muslim (2.4%) and Hindu (2.2%). 14.2% declared No Religion. Disclosure rates have increased by 31% since 2021/2022.