



South Gloucestershire and Stroud College

Single Equality Report 2018-2019

Message from the Principal- Sara-Jane Watkins

'Formed in 2012 following the dissolution of the former Filton and Stroud College. South Gloucestershire and Stroud College, is one of the newest and most dynamic Colleges in the country, SGS currently has five main campuses providing education to over 4000 full-time 16-18-year-old learners, 2000 apprentices and 5000 adult learners in Gloucestershire, South Gloucestershire and Bristol.

We are we're delighted, through this report, to showcase the range of initiatives and advances that we have achieved to embed and celebrate the culture of fairness and inclusion that exists throughout the SGS family'.

Message from former SGS Filton College learner and Chancellor of the Exchequer- the Rt Hon. Sajid Javid MP.

'My brother returned to education as a mature student at the same college to do a BTEC qualification and my second eldest brother, Khalid, went straight there from school. That's how I heard about it; and unlike my school sixth form, Filton said I could study three A-levels, promising me success if I put the work in. If I'd not had that opportunity to study economics, maths and computer science, I doubt I would have had the honour of becoming Chancellor, or the chance to pursue a career in business that took me all over the world'.





Our Single Equality report

Through this report we seek to provide an overview of South Gloucestershire and Stroud College's (SGS) performance and key actions in relation to Equality, Diversity and Inclusion over the 2018-19 academic year. It is also intended to provide information on progress and developments that the College has made over the last three years by highlighting trends; it should be read in conjunction with the South Gloucestershire and Stroud College Single Equality Policy and annual Self-assessment Report.



SGS College is committed to Equality and Diversity and this is evidenced through both the College's core and main priorities and values. Values which implicitly and explicitly seek to secure equality of opportunity for all.

Responsibility for implementing and advancing Equality and Inclusion falls to everyone connected with the College and is

driven and monitored from the most senior levels within the organisation.

"We positively change people's lives and add value to the social and economic well-being of our communities. We do this by providing high-quality, innovative, accessible education and training in a friendly culture of mutual respect and support."

Our story

This year we want to share some of the stories about how we are achieving our Equality, Diversity and Inclusion objectives which are embedded within our vision, values and in everything that we do at South Gloucestershire and Stroud College.



Collaboration – how we work collaboratively, ensuring that we are supporting each other to achieve



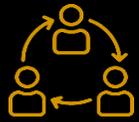
Commitment – supporting Staff and Student Mental health and wellbeing



Working together – to break down barriers to work and learning



Inclusive teaching – learning, assessment and support



Collaboration –working collaboratively and ensuring that we are supporting each other to achieve

At SGS we value working collaboratively and ensuring that we support each other. This commitment is stated very clearly in our mission and values; and as a College we aim to positively change people's lives and add value to the social and economic well-being of our communities. We do this by providing high-quality, innovative, accessible education and training in a friendly culture of mutual respect and support.

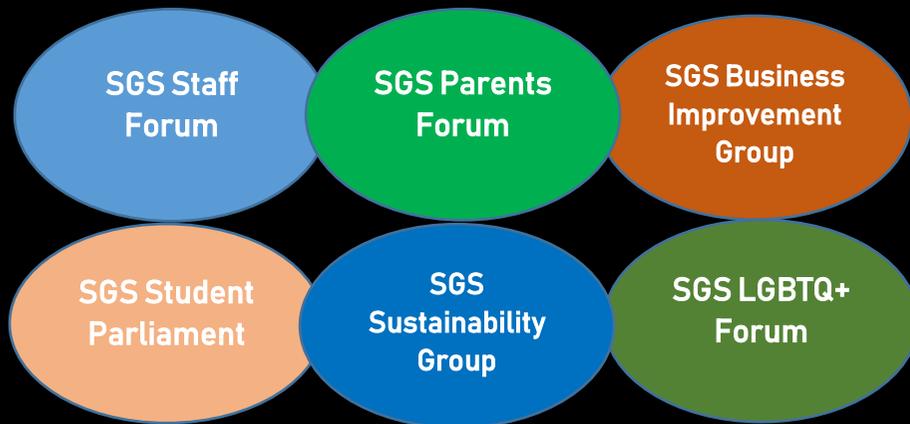
This year, we have worked hard to expand our internal networks and these have added real value by increasing flexibility in our approach to tackling issues affecting our community and by giving a voice to previously under-represented groups.



All members of our community benefit from the College's Total Support Guide which is a technology based referral system to hasten access to well-being support, counselling services, pastoral support, careers and study skills guidance, literacy, numeracy and digital support.

This year we have sought to increase collaboration and widen College networks by:

- Recognising achievements and making people feel valued
- Learning more about and respect other people's cultures
- Encouraging the sharing of experience, background and difference



Inclusivity Networks

This year, we expanded our staff and learner networks with the aim of securing, for all stakeholders, a voice.

Learner Voice and the Student Parliament - SGS learners elect representatives to advocate for them and be leaders of change within the College, they organise events and work pro-actively with staff to improve the learning experience for all.

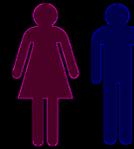
Parents Forum - convenes regularly to help College leaders to understand how what we do positively improves and enhances the learning experience.

Business Improvement Group - offers staff the opportunity to contribute to shaping the development of our working practices to improve the experience of our staff.

Sustainability Group - was constituted to review and reduce the College's carbon footprint and to make the future better for all.

LGBTQ+ Forum - offers a safe place for staff and learners to share their experiences and work with College leaders to ensure respect and dignity for all. In 2019 SGS was proud to sponsor Bristol Pride®.

Inclusivity networks secure a culture and ethos of understanding, acceptance and engagement throughout the College.



61% of SGS Staff are women

53% of SGS Learners are women



50% of SGS Staff work Part-time

44% of SGS Learners study Part-time



6% of SGS Staff have declared a disability

25% of SGS Learners have declared a disability



93% of SGS Staff identify as White

80% of SGS Learners identify as White



Commitment - supporting Staff and Student Mental health and wellbeing

SGS recognises the importance of mental health and wellbeing. We are committed to raising awareness and enabling conversations about mental health. Throughout the year the College was proud to take part in Mental Health Awareness Week and the POM-POM Mental Health Campaign.

In addition to offering staff and students the opportunity to take part in mindfulness, relaxation and sporting activities. We also supported staff to undertake a qualification to better understand Young People's Mental Health.

In 2018-19 25% of SGG learners declared a difficulty or disability, which is broadly in-line with 2017-18, but an 8% increase following the formation of the College in 2012.

The number of staff declaring a difficulty or disability grew to 6% in 2017-18 and has remained stable throughout 2017-18. SGS is positive about disability and retained the Investors in People Gold standards throughout 2018-19.

Experiencing a difficulty or being differently-abled is not a barrier to success at SGS. Those with a difficulty or disability perform consistently above the national benchmark rate and as quickly as those without difficulties or disabilities.

The curriculum is exceptionally well designed to meet the needs of all and the College's 'Total Support Guide' operates effectively

to ensure that all Learners receive the appropriate support they need to achieve their full potential.

Physical impairments and medical conditions continue to account for the largest proportion of declared difficulties and disabilities. All College facilities are fully accessible to both learners and staff and reasonable adjustments are made, where necessary, to ensure that a physical impairment is no barrier to work or study at the College.

The College continues to work hard to support learners with emotional, behavioural and mental health problems through dedicated counselling services and exceptional pastoral care and support.







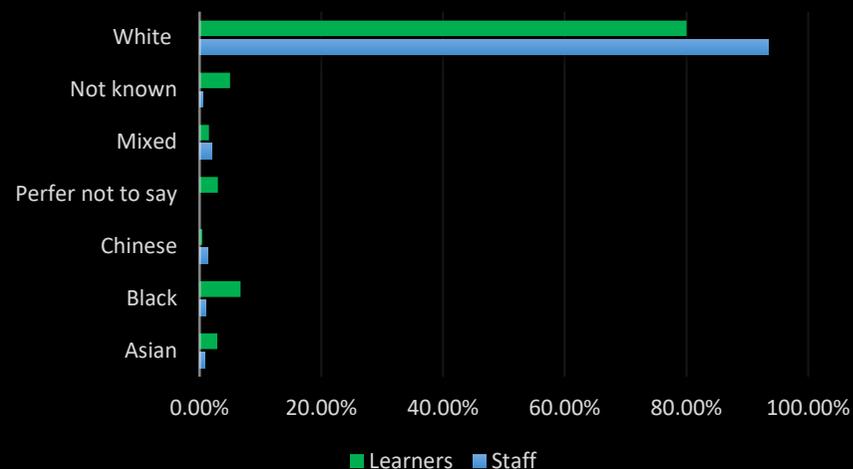
Working together - breaking down barriers to work and learning

Our community by ethnicity

We want to equip everyone within the SGS community to be inclusive by valuing and respecting difference. In order to achieve this goal, we have tried to raise the profile of all that we do.

To achieve this, we have made sure that our messages of inclusivity are communicated across our campuses and highlighted on our email signatures, on our desktops and through social media.

This year we have compiled a diversity calendar that we share weekly and encourage our various networks, including the SGS Students' Union, to celebrate the diversity of our student body by encouraging staff and students to share and educate others about their faith, their experiences and to showcase their culture.



At SGS Black and other ethnic minority Learners (BAME) achieve and succeed as easily and as quickly as their White counterparts.

	BAME	White
2018-19	87%	88%
2017-18	86%	87%
2016-17	80%	85%

Learner population and pass rate by age



Age is not a barrier to success or progression at SGS. In 2018-19 the achievement rate of adult learners improved to 0.4% above national benchmarks as a result of actions within our quality improvement plan. Adult learners now state that their level of satisfaction with the College is 96%, which is now the same as the satisfaction levels expressed by our younger learners.

Staff profile by age



During the academic year the median age of SGS staff increased from 43 to 44 years. In the same period the sector average also increased from 46 to 47 (source: Education and Training Foundation SIR Data 2017). The increase in median staff age is a consequence of retained staff getting older.

Here at SGS we are committed to supporting all our people through the provision of reasonable adjustments, purposeful professional development, wellness and keep-fit activities. We also strive to recognise all 'super-staff awesomeness' ©



Inclusive teaching – learning, assessment and support

SGS continues to strive to ensure that our teaching, learning, assessment and support strategies are as inclusive as possible so that every member of our community can achieve their potential.

We do this by training our people to recognise and understand the importance of equality, diversity and inclusion.

As a learning institution, we continue to be committed to: –

- Ensuring the advance provision of accessible learning materials and differently accessible learning platforms;
- Taking steps to ensure access to learning and assessment opportunities for differently-abled people; and,
- Providing bursary support to enable learners to access education at all levels, including higher education.



During 2018-19 SGS embarked upon an ambitious project to reinvigorate our approach to digital learning by harnessing the tools available to support learners to succeed.

SGS staff and learners can now access:

- A complete suite of course and subject specific electronic resources (and consequently the use of electronic texts has increased by 68%);
- Universal availability of Immersive Reader Technology (a tool that uses proven techniques to improve confidence, reading and writing for people, regardless of their age or ability);
- Access to Reader-pens (a technological breakthrough for anyone learning English as a second language and for those who suffer from reading difficulties such as dyslexia);
- Microsoft 365[®] - SGS College is one of the first in the UK to embrace technology with the aim of harnessing and using it in the same way that young people and differently-abled people do. It is our aim to become a Microsoft[®] Showcase College, experts in using all of the technological tools at our disposal to make everything that we do accessible to all.





Equality objectives 2018 – 2020 and progress to date

Equality objective 1: To improve the capability of SGS College Governors, leaders, staff, learners and others to understand and address the legal obligations under the Public Sector Equality Duty and duties to reduce inequalities introduced by the Equality Act 2010.

Equality objective 2: To reduce the barriers experienced by individuals and specific groups of people who engage with the College with specific reference to identifying how to address issues in relation to inequalities in educational attainment.

Equality objective 3: To continue to improve the representation and experience of LGBTQ+ stakeholders.

- 100% of staff have completed the SGS capability programme ensuring a shared understanding of diversity, the importance of equality and our shared desire to achieve inclusivity.
- 87% of learners completed our equality, diversity and inclusion capability programme.
- SGS has developed strategies to harness technology to improve literacy, including digital literacy and numeracy to remove barriers to learning and improve learner progression and employability.
- The College's Governing body continues to support rigorous oversight by the HR function to ensure the removal of barriers in any recruitment, selection or career promotion process.
- SGS College became an official Pride Partner making us the only Further Education College in our region to support our LGBTQ+ friends to mark the 50th Anniversary of the Stonewall Riots, the birth of the Pride movement.

South Gloucestershire and Stroud College – November 2019

In support of our Single Equality Plan and the Public Sector Equality Duty, this document is was approved by the SGS College Further Education Corporation for publication on our web-site sgscol.ac.uk



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**Image courtesy of the Bristol
Institute of Performing Arts
at SGS WISE**

