

OLDHAM COLLEGE EQUALITY AND DIVERSITY ANNUAL REPORT 2020/21

Introduction

Oldham College is proud of its diverse community of staff, students and visitors. We are committed to creating a positive environment where everybody is treated with dignity and respect. Every year the College reports key information to support monitoring and drive continual improvement, not just to meet our statutory reporting requirements.

Our Commitment to Equality and Diversity

Oldham College is committed to making sure the education and facilities we provide gives equitable access to all, and that they reduce the barriers and disadvantages for all students and staff in particular vulnerable groups.

At Oldham College we work with students and staff to build a culture in which we treat everyone with fairness, respect, equality and dignity and respect their autonomy.

We ensure that our HR policies are fair and transparent.

We regularly review complaints to identify whether discrimination has taken place (including violent discrimination or hate crime) we have a procedure in place to record and report discrimination through our Governance structures.

This report shows our commitment to promoting equality and reducing education inequalities, and sets out how we have fulfilled our responsibilities arising from the Equality Act 2010, both to our students and as an employer.

The Legal Context

The information contained in this report also provides evidence that the College has arrangements in place to ensure that we adhere to the Equality Act 2010. Oldham College believes in inclusivity regardless of any legal duty. However, there is a legal framework to follow and our compliance with this framework is one of the ways our students and staff can hold us to account.

The Equality Act includes specific requirements for public bodies to consider all individuals when carrying out their day-to-day work – in shaping policy, delivering

services and in relation to our own staff. As a college, we should also increase our understanding of the ways different people could be affected by our activities. This helps make sure that all our policies and facilities are appropriate and accessible for all.

The associated Public Sector Equality Duty specifically requires institutions to have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who do and do not share a protected characteristic.
- Fostering good relations between people who share and those who do not share a protected characteristic.

Content of the Report

The Annual Equality and Diversity Monitoring Report sets out information to evidence how the College has demonstrated its stated equality and diversity aims and objectives and highlights new challenges. The report identifies future areas for development and demonstrates our approach to inclusion.

The report is divided into two sections:

Section 1 reports on data and analysis for staff. Appendix 1 sets out the level of achievement against the 2020/2021 action plan. The proposed staff action plan for 2021/2022 is set out in Appendix 2.

Section 2 reports on data and analysis for students

SECTION ONE – STAFF

2.1 Equality Data

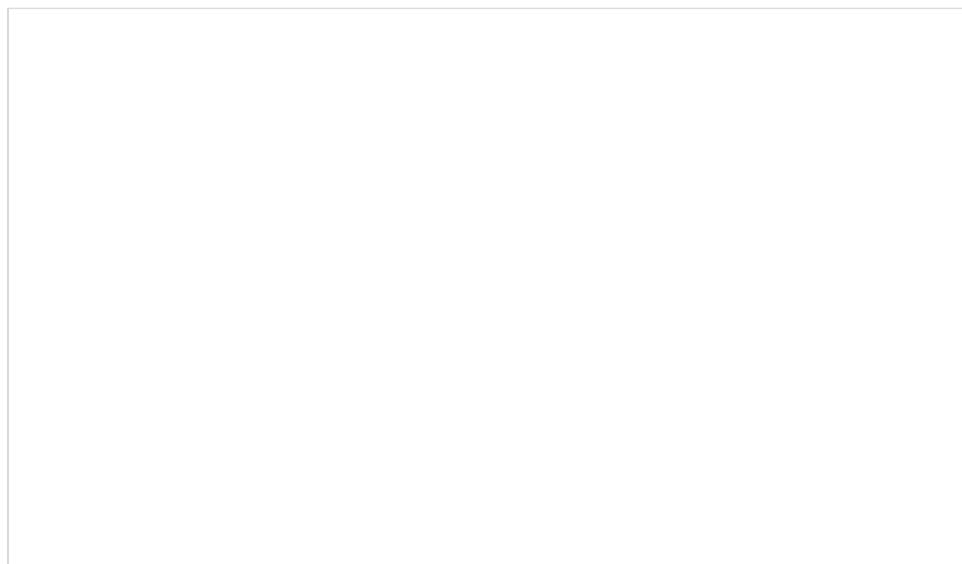
This section of the report provides staff equality monitoring data with observations in respect of staff in post as at 4th September 2021. At this date Oldham College, including UCO employed a total of 460 staff. Staff data is profiled by the protected characteristics of gender, ethnicity, disability and age.

In previous years we have been able to provide sector data for benchmarking purposes. Unfortunately the DfE wound up its contract with the Education and Training Foundation (ETF) to provide the Staff Individual Record (SIR) service in 2019 and there is currently no alternative benchmarking service available to the FE sector. The DfE is developing its own workforce survey which will be discretionary for 2020/21 and mandatory in 2021/22.

2.1.1 Gender

Oldham College employs a greater percentage of female staff than male.

GENDER	2018/19		2019/20		2020/21	
Male	191	38.40%	164	35.65%		
Female	307	61.60%	296	64.35%		



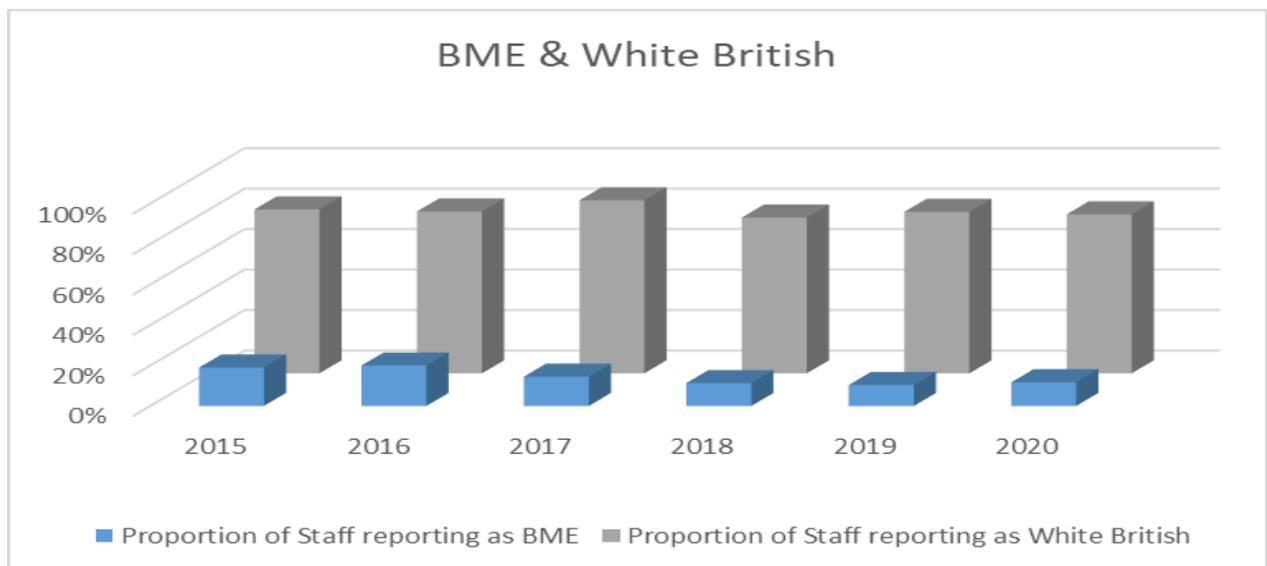
Oldham College's gender split is the same as for the sector nationally. The demographics of the FE college workforce nationally have not changed substantially since the Staff Individual Record (SIR) for 2013-14. Nationally the workforce remains predominantly female: 61% of all staff were female in 2017-18 (last available figures), up slightly from 60% in 2013-14.

2.1.2 Ethnicity

2020/21

Ethnic Origin	Number of Employees
Asian or Asian British	49
Black or Black British	8
Chinese	1
Mixed	12
Not Known	52
White	458
Withheld	38
	618

	2016	2017	2018	2019	2020	2021
Proportion of Staff reporting as BME	20%	14.50%	11.31%	10.40%	11.73%	11.33%
Proportion of Staff reporting as White British	80%	85.50%	77.00%	79.80%	64.35%	74.11%



The population of Oldham borough is predominantly white (77.5%), with Pakistani heritage (10.1%) and Bangladeshi heritage (7.3%) as the largest minorities. Oldham

has a higher proportion (22.5%) of non-white residents than Greater Manchester (16.3%) or England (14.3%). This value has increased significantly from 13.9% in 2001.

The ethnic composition of Oldham changed considerably between the 2001 and the 2011 censuses. The proportion of the population from white backgrounds decreased from 86.2% to 77.5%. Meanwhile, the South Asian population continued to grow, with residents of Pakistani heritage increasing from 6.3% to 10.1%, and residents of Bangladeshi heritage increasing from 4.5% to 7.3%. These communities primarily live in the wards surrounding the town centre – typically the most deprived areas in Oldham. The Pakistani community is concentrated in Werneth and St Mary’s and, more recently, has spread into Alexandra, Medlock Vale and Waterhead. The Bangladeshi community is centred upon Coldhurst but has similarly expanded into neighbouring Chadderton North and Werneth.

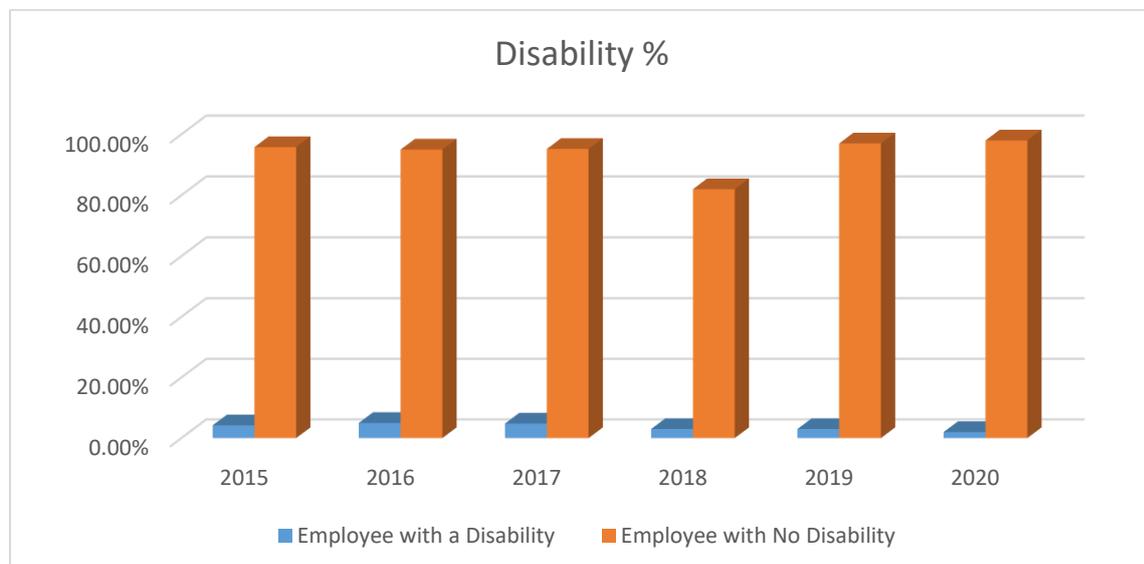
Oldham College’s staff population is predominantly White British 76.3%. Nationally the average is 84% and this is the same proportion as in 2013-14.

Just over half of Oldham College’s staff population reside in the Oldham area.

Whilst the non-white population of Oldham has increased, the percentage of non-white staff at the College had decreased in the previous three years, this year there has been a slight increase of 1.33% on last year taking the figure to 11.73%.

The staff profile does not reflect the College’s student profile and actions to increase the number of non-white employees are included in the Equality and Diversity Action Plan (Appendix 2).

2.1.3 Disability



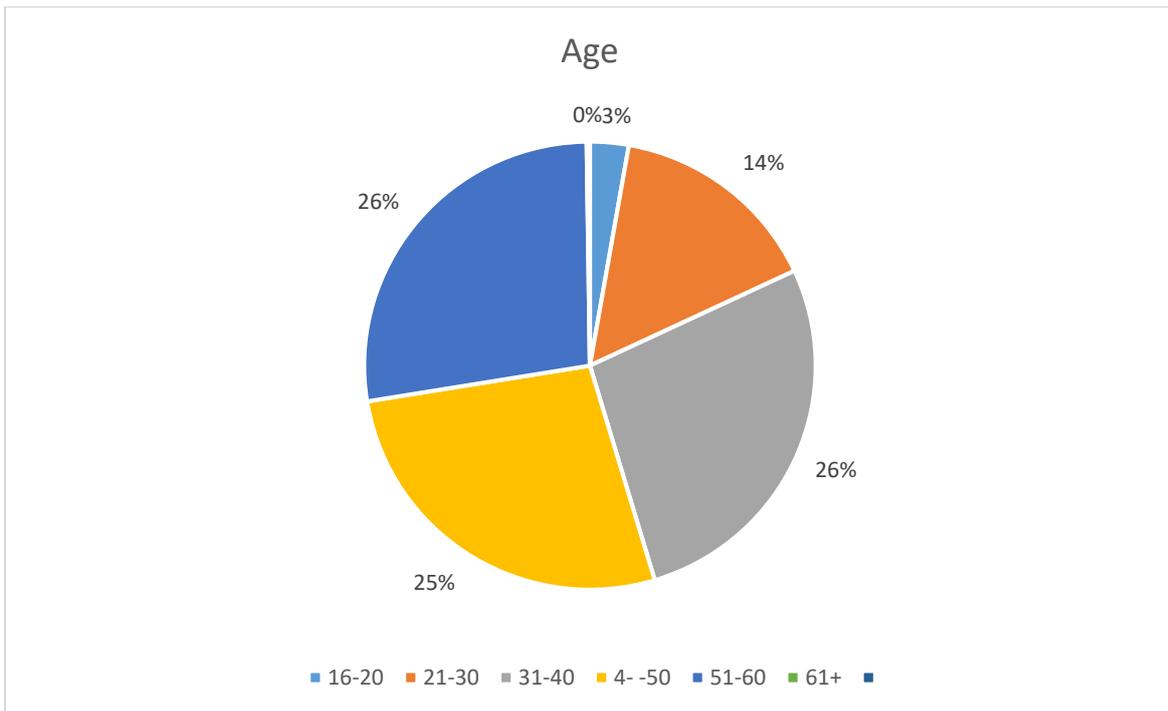
	2016	2017	2018	2019	2020	2021
Employee with a Disability	5%	4.80%	3.00%	3.00%	2.00%	2.60%
Employee with no recorded Disability	95%	95.20%	82.00%	97.00%	98%	97%

2.1.4 Age

The majority of the College’s workforce (77%) are aged between 31-60. The two highest groups are the age sub groups of 31-40 and 51-60.

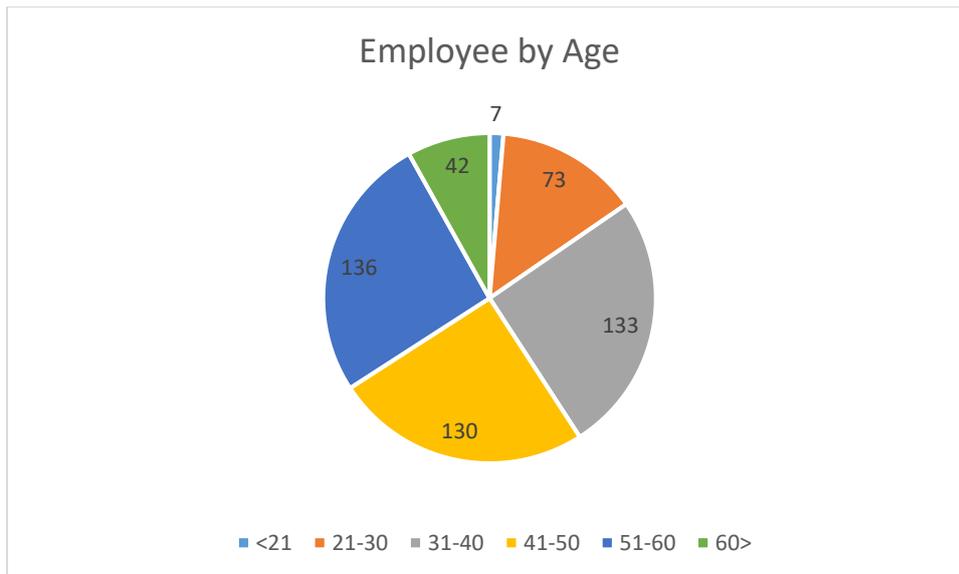
2019/20

Gender	< 21	21 to 30	31 to 40	41 to 50	51 to 60	> 60	Total
Male	2	27	30	39	56	10	164
Female	10	39	88	78	62	19	296
Total	12	66	118	117	118	29	460



2020/21

	<21	21-30	31-40	41-50	51-60	60>	
Total	7	73	133	130	136	42	
Male	2	31	37	37	60	18	185
Female	5	42	96	93	76	24	336
Total	7	73	133	130	136	42	521



2.2 Staff Equality and Diversity Objectives 2018-2023

2.2.1 The College’s equality objectives for 2018-2023 to support our strategic plan which were agreed in 2018 are:

- To encourage diversity and eliminate unfair treatment and discrimination (policies, procedures and training)
- Ensure staff have a supportive, safe and harassment –free environment, with family –friendly and flexible working policies that value and respect each other’s contributions
- Ensure that all staff will be considered solely on their merits for career development and promotion with equal opportunities for all
- Ensure that all Oldham College and UCO colleagues treat each other with dignity and respect
- Ensure that fairness and inclusion are embedded into our day to day business

2.2.2 A People Strategy has been developed to support the College in its achievement of its strategic goals. The People strategy sets out four priorities:

1. Developing a culture of high performance
2. Enabling the College to recruit and retain the best employees
3. Developing a Reward strategy that is fair and transparent and supports the College to recruit and retain the best employees and encourage high performance
4. Ensuring that the College is a great place to work where there is trust, integrity, two-way commitment and communication between the College and its staff.

2.2.3 An annual plan with specific actions to address the equality objectives was introduced last year. Good progress has been made against the plan, despite the major disruption caused by the global pandemic. Appendix 1 sets out the detail of the extent to which each action has been achieved. Actions that have not been achieved and are still relevant have been carried forward to the proposed action plan for 2020/21 set out at Appendix 2.

