

it's still an apple



Equality Information Report



Welcome

Carshalton College is a General Further Education College located within the London Borough of Sutton.

This report provides equality information about our students and staff and sets out our commitment to promoting equalities and in so doing meets our public duty placed upon by us by the Equality Act 2010. This is augmented by our Equality and Diversity Policy and Single Equality Action Plan.

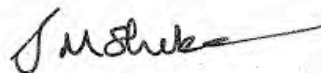
The purpose of the College, as set out in its mission statement, is to help individuals, businesses and other organisations realise their ambitions through learning and skills development.

Equalities are central to the values and the ethos of our college. We continually strive to create an environment where everyone, students and staff, are treated with respect and dignity in order to realise their goals and aspirations through a supporting and caring environment. To this aim we actively promote equality, celebrate diversity and want to challenge all forms of discrimination. Increasingly we work with all our stakeholders to ensure that we are continually working towards improved services and outcomes for all. Our Single Equalities Scheme sets out our vision and how this will be achieved over the next few years.

We encourage and support students and staff to challenge prejudice, stereotyping and intolerance and have a range of policies and procedures to achieve this.



Peter Mayhew Smith
Principal

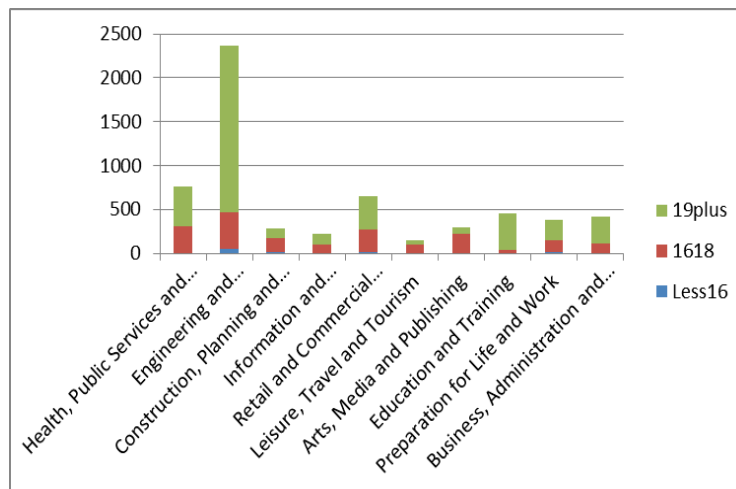


Janet Sherborne
Head of College

Our Students

The student information presented demonstrates the diversity of our student population. In 2010/11 over 5100 students were enrolled at the College, aged between 14 and 80 on a variety of courses ranging from full time, part time, apprenticeships and professional development courses including NVQs in the workplace. The courses range from entry level courses to Foundation Degrees. The areas studied include Care, Engineering, Construction, Hospitality, Creative, Hairdressing and Beauty, ESOL, Sport, Public Services, Business and IT courses. The most popular courses are Care and Engineering. The College also provides discrete programmes of study for those with learning disabilities.

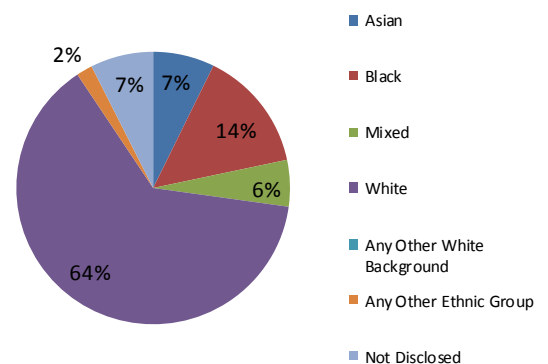
Participation of learners by subject area



Many learners study more than one qualification and, in particular, those studying on full time courses are enrolled on functional skills in mathematics, English and ICT. There are over 12,000 qualification starts with a significant number of qualifications in Skills for Work and Life

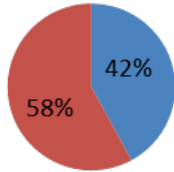
- **36% of the learners are from Black and Minority Ethnic Backgrounds compared to the population of Sutton at 17%**
- **The gender split is 42% female, 58% male**
- **With regards to age, the largest proportion of students are in the 19+ category, although, the majority of students on full time courses are aged between 16-18.**
- **12% of our students have declared themselves as having a disability**
- **37% of our learners reside in our local Borough, Sutton**
- **44% of our 16-18 year olds received the Education Maintenance Allowance**

Ethnicity



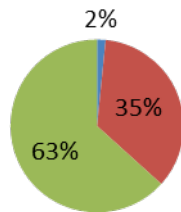
Gender

■ Female ■ Male



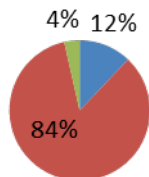
Age

■ <16 ■ 16-18 ■ 19+



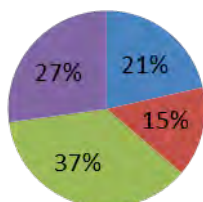
Disability

■ Learner With Disability
■ Learner Without Disability
■ No Information Provided



Location

■ Croydon ■ Merton
■ Sutton ■ Other



The College monitors data to track participation, success and progression of our students consistently by gender, age, ethnicity and disability. We are currently consulting with stakeholder regarding the collection of data against all Protected Characteristics.

The College is working to close the few equality gaps that currently exist. The aim is to have no gaps in equalities data.

All actions relating to the improvement of participation and performance are contained within the Single Equalities Action plan which is scrutinised by the College Management Team and the Governing Body termly.

Our Staff

This section of the document details the equality information that the College records and analyses in order to inform and influence actions across a number of the protected characteristics. This information is reviewed on a termly basis by the College's Finance and Resources Committee, which is a committee of the College's Governing Body. This information is also reviewed at regular intervals by the College Management Team.

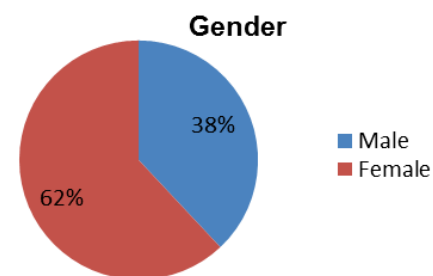
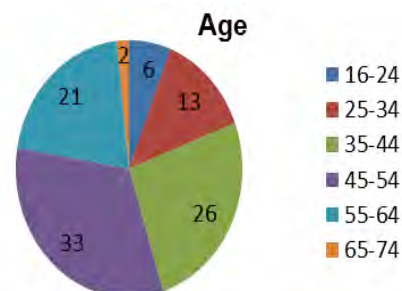
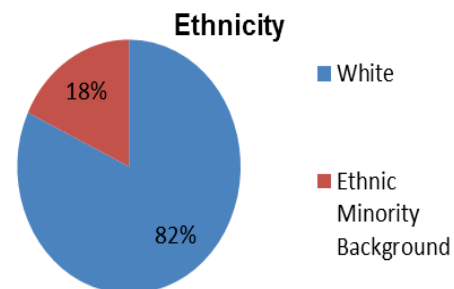
- **As at the 31 July 2011, the College employed 291 staff.**
- **38% of the College's workforce is male and 62% are female.**
- **57% of teachers are male.**
- **18% of the staff population are from an ethnic minority background, this is higher than the percentage diversity of the residents of the London Borough of Sutton, which is currently 17%,**
- **4.2% of the College's staff have declared themselves as having a disability.**
- **The majority of staff are within the age group 45 to 54, with individuals within this age range representing 33 of the College workforce.**

The College has developed a number of equality actions that respond to the challenges that the data indicates. For example, a number of actions are included in the College's Single Equality Scheme to address the imbalance in the ethnicity of our staff against the population of our students.

At the present time, the College has limited information from staff regarding some of the protected characteristics and therefore it is difficult to draw sound judgements or implement appropriate actions. Actions have therefore been included in the plan to respond to address this issue.

The College also regularly reviews turnover, sickness, progression and staff training data to determine whether any equalities related issues are evident. These reviews have also contributed to actions that are contained

within the College's Single Equality action plan.



Equality Analysis

Equality Analysis is becoming an embedded process for all new and revised policies, plans, procedures and practices. While this practice is not, at present, consistent across all aspects of our organisations, there are examples of good practice where a detailed review involving and consulting our stakeholders took place of our promotional materials, which included the prospectuses and website, the latter resulted in an external award. The involvement of staff and learners in forming our equality objectives, contained in our Single Equality Action Plan, is through advisory groups and diversity forums.

What happens next?

Our main equality objectives will be taken from our Single Equality Action Plan and published in April 2012, following further involvement with all stakeholders.

Should you require any more information please contact the College on 0208 544 4545 or email, helpline@carshalton.ac.uk. This publication is also available in booklet form and other versions can be requested.



Cover by: **Patsy Baldock** BTEC Level 3 Diploma Art & Design