



FINANCE AND STANDARDS COMMITTEE	ITEM: 9.5
REPORT OF: Judith Munro, Assistant Principal Director of Learning and Quality	DATE: 21 June 2018
TITLE: EQUALITY AND DIVERSITY KEY INDICATORS (achievement rates)	

1. PURPOSE

To receive and consider a summary report on student performance by diversity.

2. HEADLINES AND RISK ASSESSMENT

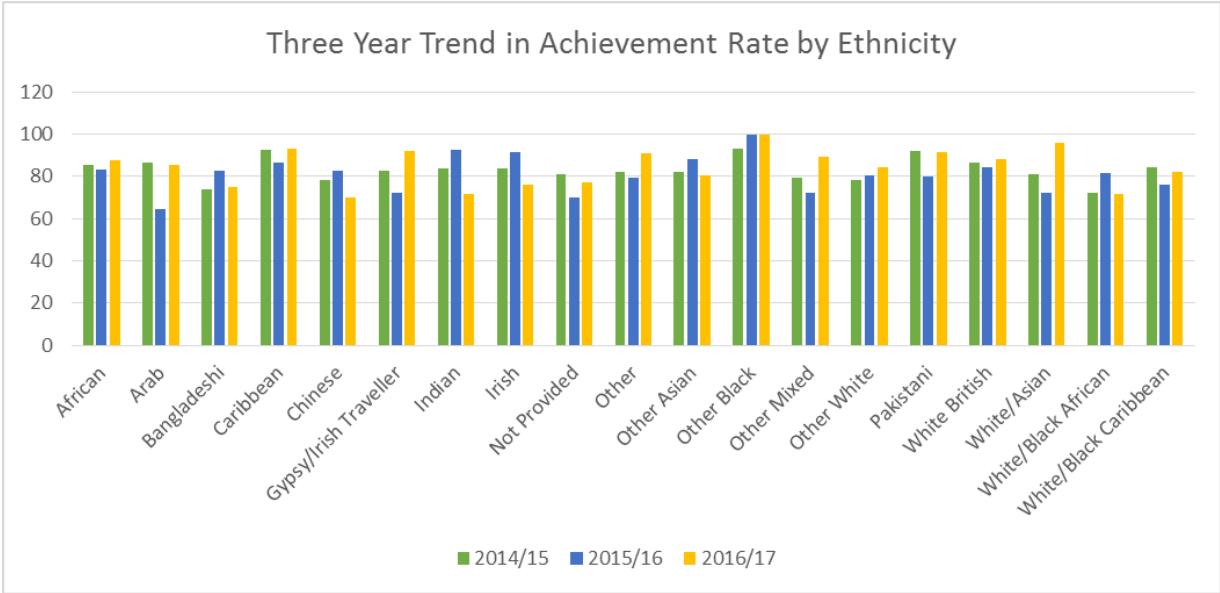
- The College is demonstrating its commitment to actively promoting equality of opportunity by analysing the performance of students by diversity.
- The Report draws together in summary form the detail embedded within other reports.
- The College continues to ensure all learners achieve equally, with no significant year on year imbalances.

- Key Risks:**
- Compliance with the requirements of legislation. There is a low likelihood of non-compliance but it would have high impact.
 - Failure to respond to issues raised would undermine the College's claim to be actively promoting equality of opportunity. This is low likelihood but would have a high impact.

NOTE:
Overall College Achievement Rate 2016-17 is 88%

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3. ETHNICITY PERFORMANCE



While the figures involved are relatively small, there are no significant year on year achievement gaps, with the majority of BME outperforming their White British counterparts.

Underlying data:

Ethnicity	2013/2014		2014/2015		2015/2016		2016/2017		Provider Group
	Leavers	Achievement Timely %	Leavers	Achievement Timely %	Leavers	Achievement Timely %	Leavers	Achievement Timely %	
African	75	86.67	115	85.22	94	82.98	89	87.64%	81.9
Arab	15	86.67	15	86.67	17	64.71	14	85.71%	84.7
Bangladeshi	24	58.33	27	74.07	23	82.61	16	75.00%	84.4
Caribbean	32	93.75	28	92.86	30	86.67	85	92.94%	79.2
Chinese	42	90.48	41	78.05	46	82.61	20	70.00%	87.3
Gypsy/Irish Traveller	12	100	35	82.86	18	72.22	13	92.31%	71
Indian	69	81.16	62	83.87	54	92.59	28	71.43%	85.9
Irish	43	74.42	61	83.61	36	91.67	21	76.19%	82.2
Not Provided	293	69.97	267	80.9	277	70.04	208	76.92%	82.6
Other	58	82.76	56	82.14	77	79.22	131	90.84%	82.7
Other Asian	98	73.47	94	81.91	127	88.19	112	80.36%	83.8
Other Black	21	80.95	15	93.33	6	100	6	100.00%	80.4
Other Mixed	113	83.19	107	79.44	97	72.16	101	89.11%	79.1
Other White	524	79.2	439	78.36	362	80.39	396	84.09%	85.1
Pakistani	34	91.18	25	92	10	80	12	91.67%	82.1
White British	11024	83.66	11091	86.51	10112	84.54	9936	88.00%	
White/Asian	90	73.33	107	81.31	65	72.31	71	95.77%	81.3
White/Black African	51	80.39	47	72.34	38	81.58	42	71.43%	79.4
White/Black Caribbe	55	74.55	116	84.48	117	76.07	112	82.14%	76.1

4 Gender

Achievement Rates

	Timely Ach% 14-15	Timely Ach% 15-16	Timely Ach% 16-17	Provider Group National Averages %
All	84.1	86.5	87.5	
Female	81.2	84.9	86.54	82.9
Male	86.2	87.6	88.15	81.4

Validated Achievement Rate Data shows that:

- At 16-18 females outperform males in terms of overall achievement rates by 84% to 79% respectively
- At 19+ males outperform females in terms of overall achievement rates by 96% to 92% respectively

Progress/Value Added Measures

Gender Gap From Inspection Dashboard Summary Report May 2018

A levels: female performance is significantly below national (2 year trend) and male performance is significantly above national
Applied General: male performance is significantly below national (3 year trend)

ALPS (Advanced Level Performance Systems) 16-18 value added data shows that females do not perform as well as males in Science and maths. In A2 Biology, Chemistry and Maths value added for females is less than satisfactory and in A2 Physics it is relatively poor (the bottom 25% of providers)

5 DISABILITY / LEARNING DISABILITY

Age	Learning Difficulty / Disability	Overall Cohort	Overall Achievement Rate %	General FE National Average	Variance	Retention Rate %	Pass Rate %
16-18	No Learning Difficulty/Disability	3750	83	82.1	0.9	92.7	89.5
16-18	Unknown	260	81.8	81.8	0	89	91.9
16-18	Learning Difficulty/Disability	2230	80.3	79.8	0.5	89.6	89.6
19+	No Learning Difficulty/Disability	4260	95.1	88.4	6.7	98.3	96.8
19+	Unknown	60	78.9	85.1	-6.2	91.2	86.5
19+	Learning Difficulty/Disability	870	92.5	86.3	6.2	97.2	95.2
All Age	No Learning Difficulty/Disability	8010	89.4	85.1	4.3	95.7	93.5
All Age	Unknown	320	81.3	83	-1.7	89.4	90.9
All Age	Learning Difficulty/Disability	3100	83.7	82.3	1.4	91.7	91.3

Summary

Students with a learning difficulty/disability have achievement rates above the sector averages, however performance at 19+ is outstanding whereas performance at 16-18 is only slightly above national (0.5% points)

6 Groups of learners

	Timely Ach% 16/17
Looked After Children, Bursary & Free College Meals	81.61
Looked After Children	58.33
Bursary	60
Free Meals	83.22

Disadvantaged learners perform less well and below the College achievement rate. No benchmarks exist for this vulnerable group of learners presently.

However the Inspection Dashboard Summary Report shows that whereas in 2015/16 disadvantaged students performed significantly below average they now perform as expected.

7 RECOMMENDATION

Members are asked to NOTE the report