Equality, Diversity and Inclusion

Annual Report 2023/24 – Students, Apprentices and Workforce

City of Wolverhampton College is a diverse College serving a diverse city. The College is proud of the way that it enables students and apprentices from such a wide range of backgrounds to make progress in their lives as individuals and celebrates the way that the College contributes to social inclusion and cohesion and to the economic development of the city of Wolverhampton and the wider region.

This Equality and Diversity Annual Report provides a snapshot of student and staff numbers by category. The actions we identify in the report reflect the College's commitment to act on all three elements of the Public Sector Equality Duty, namely:

- to eliminate discrimination, harassment, and victimisation
- to advance equality of opportunity
- to foster good relations

As an employer, the College is committed to ensuring that our employment policies and practices promote equality of opportunity, and that action is taken to address inequalities.

Alongside this, the Governing Body is committed to ensuring that everyone at the College is valued for their contribution and individuality, and that we do not compromise in our pursuit of a College culture that is free from discrimination, where people from different backgrounds and abilities work and learn together with mutual respect.

Wolverhampton is one of the most densely populated local authorities in England, but it is also a City that celebrates its diversity.

- The population size has increased by 5.7%, from around 249,500 in 2011 to 263,700 in 2021. This is lower than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.
- The city is ethnically diverse, with 45% of residents in 2021 being Ethnic Minorities (that is, residents of non-White British heritage). Furthermore, 23% of the population were not born in the UK.
- A fifth of the population is disabled, which is similar to the English average (2021).
- Many religions are followed in the City. Wolverhampton has the highest proportion of Sikh residents in England (2021) at 12.08% (England average 0.92%).
- It is a deprived City, with 60% of households in the 2021 Census being identified as being deprived in at least one measure with reference to Education, Employment, Health and Housing. This ranks 13th out of 331 lower-tier authorities in England and Wales.

City of Wolverhampton College is vital to the city of Wolverhampton, as the city seeks to overcome its poor economic and social performance in recent years.
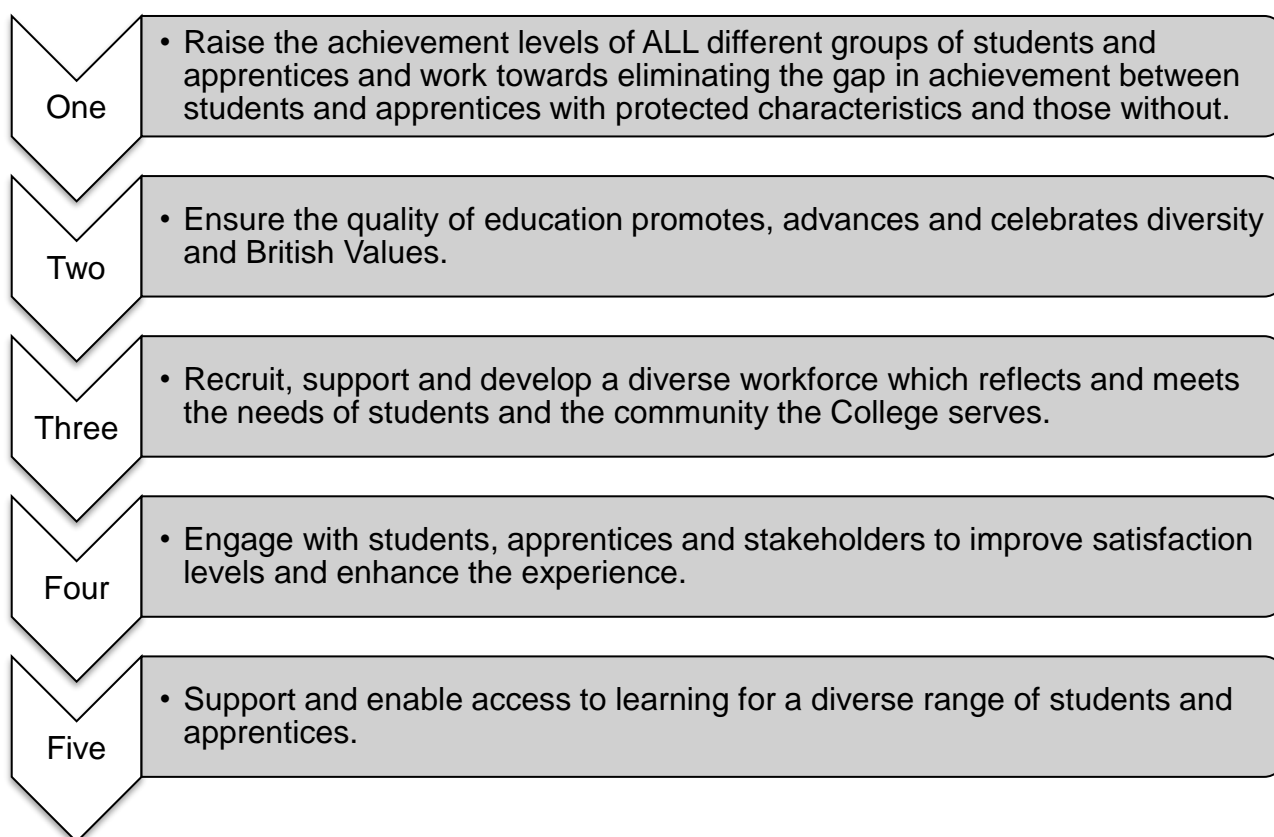
Principal and Chief Executive Overview

At City of Wolverhampton College, inclusivity underpins everything. The College serves an incredibly vibrant and diverse student and apprentice community, of which we are extremely proud, transforming lives through learning and our purpose of *'Defining Futures'*.

We aim through our purpose to provide students and apprentices with a high-quality education which develops a relevant set of skills, knowledge and behaviours that lead to sustained positive destinations and improves life chances.

Through our values, the College is committed to creating a positive working and learning culture where staff, students and apprentices are treated with respect and dignity, working with all to promote equality and celebrate diversity.

Our College's Equality, Diversity and Inclusion (EDI) objectives are to:

One
- Raise the achievement levels of ALL different groups of students and apprentices and work towards eliminating the gap in achievement between students and apprentices with protected characteristics and those without.

Two
- Ensure the quality of education promotes, advances and celebrates diversity and British Values.

Three
- Recruit, support and develop a diverse workforce which reflects and meets the needs of students and the community the College serves.

Four
- Engage with students, apprentices and stakeholders to improve satisfaction levels and enhance the experience.

Five
- Support and enable access to learning for a diverse range of students and apprentices.

Louise Fall
Principal and Chief Executive of City of Wolverhampton College

Statistical information for 2023/24
(data taken from published draft 23/24 QAR data; 9 January 2025)

Students	Apprentices
data is of those students who attained a qualification	a subset of data from the student population

7,246 is our total student population

526 is our total apprentice population

31% of students are aged 16-18, with **69%** being 19 or above

38% of apprentices are aged 16-18, with **62%** being 19 or above

38% identify as female students, with **62%** identifying as male.

31% identify as female apprentices, with **69%** identifying as male

18% of students declared a difficulty/disability

29% of apprentices declared a difficulty/disability

54% of students are White, **16%** Asian, **16%** Black, **7%** Mixed Heritage, **4%** Other and **3%** of data is not known.

87% of apprentices are White, **5%** Asian, **3%** Black, **4%** Mixed Heritage, **0.19%** Other and **0.38%** of data is not known.

59% of students have a Wolverhampton postcode, with **87%** falling within the West Midlands Combined Authority area.

32% of apprentices have a Wolverhampton postcode, with **57%** falling within the West Midlands Combined Authority area.

Student Profile and Outcomes
(data taken from published draft 23/24 QAR data; 9 January 2025)

Achievement rates: age

	16-18	19+	Note
2022/23	**88%**	**90%**	Achievement levels have increased across all ages but more significantly for 19+ learners (4%). This is a function of the volume of rail and infrastructure students where achievement rates are very high.
2023/24	**90%**	**94%**	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2022/23	**84%**	**92%**	The disparity in academic achievement between male and female students currently stands at 9%. This marks an increase from the previous academic year, where the gap was 8%
2023/24	**86%**	**95%**	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2022/23	**91%**	**87%**	In 2023/24, the achievement gap between different ethnic groups has narrowed to 3%. This marks a small improvement compared to the previous year's gap of 4%.
2023/24	**94%**	**91%**	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2022/23	**85%**	**90%**	A 7% gap exists between students' achievements with and without learning difficulties which has increased from 5% in 2022/23.
2023/24	**87%**	**94%**	

Apprentices' Profile and Outcomes
(data taken from published draft 23/24 QAR data; 9 January 2025)

Achievement rates: age

	16-18	19+	24+	Note
2022/23	**54%**	**58%**	**37%**	During 2023/24, the disparity between different age groups changed with a lesser achievement rate for 16-18 and adult apprentices but significant improvement for 24+. The figures were distorted by disproportionate historic withdrawals for younger apprentices.
2023/24	**43%**	**53%**	**63%**	

Achievement rates: gender

	Female Achievement	Male Achievement	Note
2022/23	**44%**	**54%**	In 2023/24, the achievement rate for male apprentices surpassed that of females by 6%. This marked a notable shift from the previous academic year, where female apprentices' achievement rate was 10% lower than that of males.
2023/24	**47%**	**53%**	

Achievement rates: ethnicity

	White Achievement	BAME Achievement	Note
2022/23	**53%**	**36%**	The achievement gap decreased significantly to 4%, compared to the previous academic year (17%).
2023/24	**52%**	**48%**	

Achievement rates: learning difficulty and/or disability

	Declared Achievement	No declaration Achievement	Note
2022/23	**39%**	**52%**	In 2023/24, the gap in the declaration of a learning or other disability was 3%, which is a significant improvement compared to the 13% seen in 2022/23.
2023/24	**49%**	**52%**	

Workforce Profile

Staff

The College employed 565 staff over the academic year 2023/24.

Age

10 under 21 (2% of the workforce)
61 aged 21-30 (11%)
117 aged 31-40 (21%)
140 aged 41-50 (25%)
167 aged 51-60 (30%)
70 aged 60> (12%)

Minimal changes: Most staff are over the age of 40 continues to represent 67% of the workforce, which is an increase of 2% on the previous year.

Gender

366 females (65%)
199 males (35%)

Minimal changes to previous year.

Difficulty and/or disability

4% declared having a difficulty/ disability
68% declared not having a difficulty/ disability
28% Prefer not to say

Headline changes: The number of staff who preferred not to say has increased by 11.96% to 27.96% and the number of staff declaring a difficulty/disability has increased by 1.25% to 4.25%.

Sexual Orientation

66% Heterosexual
2% LGBT
32% Prefer not to say

Headline changes: The number of staff declaring as heterosexual has decreased by 17.62% to 66.38%, the number of staff preferring not to declare has increased by 25.50% to 31.50%. The number of staff declaring as LGBTQ2+ has reduced by 3.88% to 2.12%.

Ethnicity

51% White
19% Ethnics groupings
30% Prefer not to say

Headline changes: The number of staff declaring as White has decreased by 3.02%, the number of staff declaring an ethnic grouping and other has decreased by 6.06% and staff preferring not to disclose has increased by 9.08%.

Religion

41% Christian
26% No Religion
19% Prefer not to say
14% Other Religion

Headline changes: The number of staff declaring as Christian has decreased by 7.36%, the number of staff declaring no religion has decreased by 3%, staff preferring not to declare has increased by 11.44% and there is decrease of 1.08% in declaring other religions.