***The* HENLEY College**

**EQUALITY, DIVERSITY AND INCLUSION REPORT (February 2012)**

**THIS REPORT CONTAINS DATA COLLECTION FOR THE ACADEMIC YEARS**

**2008–2009, 2009–2010, 2010-2011**

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**INTRODUCTION**

The promotion of equality of opportunity is fundamental to The Henley College and is a key element in achieving the stated purpose of the college, as defined in its Mission Statement, to offer ‘Excellence in Education and Training’. As a tertiary college, a philosophy of inclusiveness is encouraged by widening access and participation in education, vocational training and community activities. The College has an extensive range of local, national and international community interests, particularly the four 11-16 partner secondary schools, employment interests groups and higher education institutions.

The Henley College actively promotes equality of opportunity and freedom from discrimination on grounds of age, class, course, subject or training area, cultural or ethnic origin, disability, gender, marital status, nationality, religion, belief and sexual orientation in every aspect of College life and associated training activities. The Single Equality Scheme (SES) represents our absolute commitment to equality of opportunity for all staff, students and governors.

The College is committed to providing an environment within which people feel comfortable, supported and positive to enable equality for all. Students participate in a wide range of enrichment activities, including sport, music and drama and are supported by a well-developed tutorial system.

New employees are well supported. They are assigned a mentor to guide them through their first year at college. The mentor is available on the first day of work to meet and assist the new member of staff, introduces the new member of staff to colleagues, advises on College facilities and the day-to-day systems and processes and set aside time once a week to discuss and assist with issues and concerns.

Employees receive annual equality and diversity updating and as required specific training.

**DATA COLLECTION**

To ensure that equality for all is achieved The Henley College will, in the first instance, use data collection and evaluation to ascertain areas where intervention is required.

This report will focus on the data held in ProAchieve regarding the profile and performance of students amongst different learner cohort groups.

Areas which have been highlighted for intervention will be visited by the Senior Leadership Team to identify the reasons behind the variations and to agree an action plan to resolve any outstanding issues.

The report will also include statistical data regarding the gender, ethnicity and age of staff.

**SECTION A – STUDENTS**

**STUDENT GENDER DATA**

In the academic year 2010 – 2011 there were 2482 students enrolled at The Henley College, of these 1086 (44%) were male and 1396 (56%) were female. The majority of the students, 2022, study full time for the full academic year and of these 937 (46%) were male and 1083 (54%) were female.

In the academic year 2009 - 2010 there were 2454 students in total. Of these, 1077 (44%) were male and 1377 (56%) were female. 1995 of the students study full time for the full academic year and of these 940 (47%) were male and 1055 (53%) were female.

In the academic year 2008 - 2009 there were 2685 students in total. Of these, 1134 (42%) were male and 1551 (58%) were female. 1929 of the students study full time for the full academic year and of these 895 (46%) were male and 1034 (54%) were female.

This trend of a higher proportion of female students continues in each of the four cohort groups of full time full year, full time part year, part time evening and part time other including e-learning with the sole exception of full time part year students in 2008 – 2009 where the numbers were even. The proportion of male and female students in the full time full year category has stayed the same for the three academic years covered by this report.

Please find tables below giving a detailed breakdown of the proportion of male and female students.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **TOTAL STUDENTS Full Time Full Year** | **2022** | **1995** | **1929** |
|   |   |   |   |
| **Total Males** | **938** | **940** | **895** |
|  | **46.4%** | **47.1%** | **46.4%** |
|  |  |  |  |
| Males Under 19 | 908 | 909 | 871 |
|   | 44.9% | 45.6% | 45.2% |
| Males 19+ | 30 | 31 | 24 |
|   | 1.5% | 1.5% | 1.2% |
|   |   |   |   |
| **Total Females** | **1084** | **1055** | **1034** |
|  | **53.6%** | **52.9%** | **53.6%** |
|  |  |  |  |
| Females Under 19 | 1064 | 1034 | 1014 |
|   | 52.6% | 51.8% | 52.6% |
| Females 19+ | 20 | 21 | 20 |
|   | 1.0% | 1.1% | 1.0% |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 -10** | **2008 -09** |
| **TOTAL STUDENTS Full Time Part Year** | **12** | **6** | **16** |
|   |   |   |   |
| **Total Males** | **1** | **0** | **8** |
|  | **8.3%** | **0.0%** | **50.0%** |
|  |  |  |  |
| Males Under 19 | 1 | 0 | 1 |
|   | 8.3% | 0.0% | 6.3% |
| Males 19+ | 0 | 0 | 7 |
|   | 0.0% | 0.0% | 43.8% |
|   |   |   |   |
| **Total Females** | **11** | **6** | **8** |
|  | **91.7%** | **100.0%** | **50.0%** |
|  |  |  |  |
| Females Under 19 | 3 | 0 | 0 |
|   | 25.0% | 0.0% | 0.0% |
| Females 19+ | 8 | 6 | 8 |
|   | 66.7% | 100.0% | 50.0% |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **TOTAL STUDENTS Part Time Evenings** | **28** | **41** | **265** |
|   |   |   |   |
| **Total Males** | **13** | **7** | **84** |
|  | **46.4%** | **17.1%** | **31.7%** |
|  |  |  |  |
| Males Under 19 | 4 | 1 | 5 |
|   | 14.3% | 2.4% | 1.9% |
| Males 19+ PTE | 9 | 6 | 79 |
|   | 32.1% | 14.6% | 29.8% |
|   |   |   |   |
| **Total Females**  | **15** | **34** | **181** |
|  | **53.6%** | **82.9%** | **68.3%** |
|  |  |  |  |
| Females Under 19 | 7 | 11 | 4 |
|   | 25.0% | 26.8% | 1.5% |
| Females 19+ PTE | 8 | 23 | 177 |
|   | 28.6% | 56.1% | 66.8% |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **TOTAL STUDENTS Part Time Other incl. Elearning** | **420** | **412** | **475** |
|   |   |   |   |
| **Total Males** | **134** | **130** | **147** |
|  | **31.9%** | **31.6%** | **30.9%** |
|  |  |  |  |
| Males Under 19 | 55 | 43 | 41 |
|   | 13.1% | 10.4% | 8.6% |
| Males 19+ | 79 | 87 | 106 |
|   | 18.8% | 21.1% | 22.3% |
|   |   |   |   |
| **Total Females** | **286** | **282** | **328** |
|  | **68.1%** | **68.4%** | **69.1%** |
|  |  |  |  |
| Females Under 19 | 44 | 31 | 39 |
|   | 10.5% | 7.5% | 8.2% |
| Females 19+ | 242 | 250 | 289 |
|   | 57.6% | 60.7% | 60.8% |

The data regarding the success rate of students is collected **by subject** so the majority of students will have more than one entry in this category.

**SUCCESS RATES BY GENDER**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Sex** | **Age Group** | **Expected End Year** | **Henley Success Rate %** | **Benchmark Success %**  | **Differential between Henley and Benchmark Success %** |
| F | Under 19 | 10/11 | 82 | 81 | 1 |
| M | Under 19 | 10/11 | 78 | 81 | -3 |
| F | 19 + | 10/11 | 77 | 80 | -3 |
| M | 19 + | 10/11 | 83 | 80 | 3 |
| F | Under 19 | 09/10 | 84 | 81 | 3 |
| M | Under 19 | 09/10 | 82 | 81 | 1 |
| F | 19 + | 09/10 | 88 | 80 | 8 |
| M | 19 + | 09/10 | 83 | 80 | 3 |
| F | Under 19 | 08/09 | 82 | 81 | 1 |
| M | Under 19 | 08/09 | 80 | 81 | -1 |
| F | 19 + | 08/09 | 82 | 81 | 1 |
| M | 19 + | 08/09 | 81 | 81 | 0 |

**Female students under 19 have consistently outperformed male students and outperformed against the national benchmark whilst male students have only managed to outperform the national bench mark in one of the three years.**

**This trend is repeated when looking at students aged 19 plus until 2010 to 2011, when females students underperformed against the national benchmark and against male students. The data will be monitored to see if this trend continues.**

**HIGH PASS SUCCESS RATES BY GENDER**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Sex** | **Age Group** | **Expected End Year** | **Henley Pass %** | **Benchmark Pass %** | **Differential between Henley and Benchmark Pass %** | **Henley High Pass %** | **Benchmark High Pass %**  | **Differential between Henley and Benchmark High Pass %**  |
| F | Under 19 | 10/11 | 92 | 91 | 1 | 38 | 23 | 15 |
| M | Under 19 | 10/11 | 89 | 91 | -2 | 30 | 23 | 7 |
| F | 19 + | 10/11 | 84 | 90 | -6 | 9 | 4 | 5 |
| M | 19 + | 10/11 | 87 | 90 | -3 | 14 | 4 | 10 |
| F | Under 19 | 09/10 | 94 | 91 | 3 | 37 | 23 | 14 |
| M | Under 19 | 09/10 | 90 | 91 | -1 | 31 | 23 | 8 |
| F | 19 + | 09/10 | 93 | 90 | 3 | 17 | 4 | 13 |
| M | 19 + | 09/10 | 98 | 90 | 8 | 21 | 4 | 17 |
| F | Under 19 | 08/09 | 91 | 90 | 1 | 36 | 22 | 14 |
| M | Under 19 | 08/09 | 89 | 90 | -1 | 28 | 22 | 6 |
| F | 19 + | 08/09 | 87 | 90 | -3 | 10 | 3 | 7 |
| M | 19 + | 08/09 | 88 | 90 | -2 | 19 | 3 | 16 |

Abbreviations**:** High Pass - % achieving A\*, A or B at A Level, Distinction or Merit at BTEC Level 3 or Level 2

**In the pass rate category, male students under 19 have consistently underperformed against the national benchmark whilst female students under 19 have consistently outperformed the national benchmark. In the high pass category ALL students in the above table have outperformed the national benchmark.**

**STUDENT ETHNICITY DATA**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009-10** | **2008-9** |
| **Total Students Full Time Full Year** | **2022** | **1995** | **1929** |
|   |   |  |  |
| Bangladeshi | 6 | 6 | 3 |
|   | 0.3% | 0.3% | 0.2% |
| Black African | 23 | 17 | 10 |
|   | 1.1% | 0.9% | 0.5% |
| Black Caribbean | 20 | 16 | 16 |
|   | 1.0% | 0.8% | 0.8% |
| Chinese | 7 | 6 | 4 |
|   | 0.3% | 0.3% | 0.2% |
| Indian | 20 | 17 | 8 |
|   | 1.0% | 0.9% | 0.4% |
| Mixed | 97 | 82 | 64 |
|   | 4.8% | 4.1% | 3.3% |
| Other Asian  | 9 | 12 | 9 |
|   | 0.4% | 0.6% | 0.5% |
| Other Black | 1 | 1 | 2 |
|   | 0.0% | 0.1% | 0.1% |
| Pakistani | 53 | 50 | 39 |
|   | 2.6% | 2.5% | 2.0% |
| White | 1753 | 1761 | 1728 |
|   | 86.7% | 88.3% | 89.6% |
| Any other | 8 | 5 | 4 |
|   | 0.4% | 0.3% | 0.2% |
| Unknown | 25 | 22 | 42 |
|   | 1.2% | 1.1% | 2.2% |

It is difficult to analyse some of data regarding ethnic minorities as the numbers involved are small in some instances. However, whilst the proportion of white students is still very high, the College is increasing the proportional representation of other ethnic groups amongst full time full year students year on year. The percentage of white students decreased by 1.3% from the 2008-9 academic year to the 2009-10 academic year. This decrease was higher, at 1.6% from the academic year 2009-10 to 2010-11. In the three years covered by this report The Henley College has been successful in increasing the proportion of ethnic minority students by 3.9% from 8.2% to 12.1 % of full time full year students.

|  |  |  |  |
| --- | --- | --- | --- |
| **Summary of Total Students Full Time Full Year** | **2010 -11** | **2009-10** | **2008-9** |
| **2022** | **1995** | **1929** |
|  |  |  |  |
| All Others | 244 | 212 | 159 |
|   | 12.1% | 10.6% | 8.2% |
| White | 1753 | 1761 | 1728 |
|   | 86.7% | 88.3% | 89.6% |
| Unknown | 25 | 22 | 42 |
|   | 1.2% | 1.1% | 2.2% |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 -10** | **2008 -9** |
| **Total Students Full Time Part Year** | **12** | **6** | **16** |
|   |  |  |  |
| Bangladeshi | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Black African | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Black Caribbean | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Chinese | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Indian | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Mixed | 1 | 0 | 0 |
|   | 8.3% | 0.0% | 0.0% |
| Other Asian  | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Other Black | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Pakistani | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| White | 11 | 3 | 13 |
|   | 91.7% | 50.0% | 81.3% |
| Any other | 0 | 1 | 0 |
|   | 0.0% | 16.7% | 0.0% |
| Unknown | 0 | 2 | 3 |
|   | 0.0% | 33.3% | 18.8% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Summary of Total Students Full Time Part Year** | **2010 -11** | **2009 -10** | **2008 -9** |
| **12** | **6** | **16** |
|   |  |  |  |
| All Others | 1 | 1 | 0 |
|   | 8.3% | 16.7% | 0.0% |
| White | 11 | 3 | 13 |
|   | 91.7% | 50.0% | 81.3% |
| Unknown | 0 | 2 | 3 |
|   | 0.0% | 33.3% | 18.8% |

|  |  |  |  |
| --- | --- | --- | --- |
|   | **2010 -11** | **2009 - 10** | **2008 - 9** |
| **Total Students Part Time Evenings** | **28** | **41** | **265** |
|   |  |  |  |
| Bangladeshi | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Black African | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Black Caribbean | 3 | 0 | 0 |
|   | 10.7% | 0.0% | 0.0% |
| Chinese | 0 | 0 | 1 |
|   | 0.0% | 0.0% | 0.4% |
| Indian | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Mixed | 1 | 1 | 3 |
|   | 3.6% | 2.4% | 1.1% |
| Other Asian  | 0 | 1 | 0 |
|   | 0.0% | 2.4% | 0.0% |
| Other Black | 0 | 0 | 0 |
|   | 0.0% | 0.0% | 0.0% |
| Pakistani | 2 | 0 | 0 |
|   | 7.1% | 0.0% | 0.0% |
| White | 21 | 37 | 238 |
|   | 75.0% | 90.2% | 89.8% |
| Any other | 1 | 0 | 1 |
|   | 3.6% | 0.0% | 0.4% |
| Unknown | 0 | 2 | 22 |
|   | 0.0% | 4.9% | 8.3% |

|  |  |  |  |
| --- | --- | --- | --- |
|   | **2010 -11** | **2009 - 10** | **2008 - 9** |
| **Summary of Total Students Part Time Evenings** | **28** | **41** | **265** |
|  |  |  |
| All Others | 7 | 2 | 5 |
|   | 25.0% | 4.9% | 1.9% |
| White | 21 | 37 | 238 |
|   | 75.0% | 90.2% | 89.8% |
| Unknown | 0 | 2 | 22 |
|   | 0.0% | 4.9% | 8.3% |
|   |   |   |   |
| TOTAL | 28 | 41 | 265 |

|  |  |  |  |
| --- | --- | --- | --- |
|   | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **Total Students Part Time Other Incl. Elearning** | **420** | **412** | **475** |
|   |   |  |  |
| Bangladeshi | 0 | 1 | 1 |
|   | 0.0% | 0.2% | 0.2% |
| Black African | 1 | 3 | 0 |
|   | 0.2% | 0.7% | 0.0% |
| Black Caribbean | 5 | 2 | 1 |
|   | 1.2% | 0.5% | 0.2% |
| Chinese | 3 | 2 | 2 |
|   | 0.7% | 0.5% | 0.4% |
| Indian | 2 | 1 | 4 |
|   | 0.5% | 0.2% | 0.8% |
| Mixed | 10 | 7 | 1 |
|   | 2.4% | 1.7% | 0.2% |
| Other Asian  | 2 | 4 | 1 |
|   | 0.5% | 1.0% | 0.2% |
| Other Black | 0 | 0 | 1 |
|   | 0.0% | 0.0% | 0.2% |
| Pakistani | 4 | 5 | 4 |
|   | 1.0% | 1.2% | 0.8% |
| White | 335 | 335 | 399 |
|   | 79.8% | 81.3% | 84.0% |
| Any other | 7 | 5 | 10 |
|   | 1.7% | 1.2% | 2.1% |
| Unknown | 51 | 47 | 51 |
|   | 12.1% | 11.4% | 10.7% |

Whilst it is difficult to analyse the data regarding full time part year and part time evening students as the numbers involved are small, as low as 6 students in one instance, if we look at the data from part time other incl. Elearning we can see that the trend of a decreasing proportion of white students continues. The percentage of white students decreased by 2.7% from the 2008-9 academic year to the 2009-10 academic year and decreased again by 1.5% from the academic year 2009-10 to 2010-11. In the three years covered by this report The Henley College has been successful in increasing the proportion of ethnic minority students by 2.8% amongst part time other incl. Elearning students from 5.3% to 8.1%.

|  |  |  |  |
| --- | --- | --- | --- |
|   | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **Summary of Total Students Part Time Other Incl. Elearning** | **420** | **412** | **475** |
|   |   |   |
| All Others | 34 | 30 | 25 |
|   | 8.1% | 7.3% | 5.3% |
| White | 335 | 335 | 399 |
|   | 79.8% | 81.3% | 84.0% |
| Unknown | 51 | 47 | 51 |
|   | 12.1% | 11.4% | 10.7% |

The data regarding the success rate of students is collected **by subject** so the majority of students will have more than one entry in this category. It is also important to note that the ethnicity categories for success rates differs from those for used for the individual student data within ProAchieve.

**SUCCESS RATES BY ETHNICITY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnicity** | **Expected End Year** | **Henley Success Rate %** | **Benchmark Success %**  | **Differential between Henley and Benchmark Success %** |
| African | 10/11 | 81.63 | 80.7 | 1 |
| Bangladeshi | 10/11 | 100 | 80.7 | 20 |
| Caribbean | 10/11 | 81.48 | 80.7 | 1 |
| Chinese | 10/11 | 70.59 | 80.7 | -10 |
| Indian | 10/11 | 64.29 | 80.7 | -16 |
| Other Asian | 10/11 | 80 | 80.7 | 0 |
| Other Black | 10/11 | 100 | 80.7 | 20 |
| Other Mixed | 10/11 | 92.86 | 80.7 | 12 |
| Other White | 10/11 | 85.84 | 80.7 | 5 |
| Pakistani | 10/11 | 69.72 | 80.7 | -11 |
| White British | 10/11 | 81.22 | 80.7 | 1 |
| White Irish | 10/11 | 88.89 | 80.7 | 8 |
| White/ Black African | 10/11 | 78.57 | 80.7 | -2 |
| White/Asian | 10/11 | 83.52 | 80.7 | 3 |
| White/Black Caribbean | 10/11 | 70.97 | 80.7 | -10 |
| Any Other | 10/11 | 84 | 80.7 | 4 |
| Unknown | 10/11 | 83.78 | 80.7 | 3 |
|  |
|  |
|  |
| **Ethnicity** | **Expected End Year** | **Henley Success Rate %** | **Benchmark Success %**  | **Differential between Henley and Benchmark Success %** |
| African | 09/10 | 100 | 80.7 | 20 |
| Bangladeshi | 09/10 | 80 | 80.7 | 0 |
| Caribbean | 09/10 | 83.33 | 80.7 | 3 |
| Chinese | 09/10 | 61.54 | 80.7 | -19 |
| Indian | 09/10 | 67.44 | 80.7 | -13 |
| Other Asian | 09/10 | 81.25 | 80.7 | 1 |
| Other Black | 09/10 | 100 | 80.7 | 20 |
| Other Mixed | 09/10 | 81.25 | 80.7 | 1 |
| Other White | 09/10 | 74.88 | 80.7 | -6 |
| Pakistani | 09/10 | 74.73 | 80.7 | -6 |
| White British | 09/10 | 84.06 | 80.7 | 4 |
| White Irish | 09/10 | 76.19 | 80.7 | -4 |
| White/ Black African | 09/10 | 55.56 | 80.7 | -25 |
| White/Asian | 09/10 | 71.15 | 80.7 | -9 |
| White/Black Caribbean | 09/10 | 75 | 80.7 | -5 |
| Any Other | 09/10 | 100 | 80.7 | 20 |
| Unknown | 09/10 | 89.04 | 80.7 | 9 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ethnicity** | **Expected End Year** | **Henley Success Rate %** | **Benchmark Success %**  | **Differential between Henley and Benchmark Success %** |
| African | 08/09 | 78.57 | 80.6 | -2 |
| Bangladeshi | 08/09 | 71.43 | 80.6 | -9 |
| Caribbean | 08/09 | 78.72 | 80.6 | -2 |
| Chinese | 08/09 | 100 | 80.6 | 20 |
| Indian | 08/09 | 76.19 | 80.6 | -4 |
| Other Asian | 08/09 | 88.46 | 80.6 | 8 |
| Other Black | 08/09 | 70 | 80.6 | -10 |
| Other Mixed | 08/09 | 73.33 | 80.6 | -7 |
| Other White | 08/09 | 74.19 | 80.6 | -6 |
| Pakistani | 08/09 | 71.91 | 80.6 | -9 |
| White British | 08/09 | 81.81 | 80.6 | 1 |
| White Irish | 08/09 | 90.91 | 80.6 | 10 |
| White/ Black African | 08/09 | 57.14 | 80.6 | -23 |
| White/Asian | 08/09 | 77.78 | 80.6 | -3 |
| White/Black Caribbean | 08/09 | 68.52 | 80.6 | -12 |
| Any Other | 08/09 | 75 | 80.6 | -5 |
| Unknown | 08/09 | 86.18 | 80.6 | 6 |

Other Black students have performed highly against the benchmark in the last two years and White British have consistently outperformed against the benchmark.

If you remove Any Other, Unknown and White British the remaining 13 ethnicity groupings outperforming the national benchmark for pass rates has risen from 3 in 2008 – 9 to 5 in 2009 -10 and 8 in 2010 -11. This marks a significant improvement.

**HIGH PASS SUCCESS RATES BY ETHNICITY**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Ethnicity** | **Expected End Year** | **Henley Pass %** | **Benchmark Pass %** | **Differential between Henley and Benchmark Pass %** | **Henley High Pass %** | **Benchmark High Pass %**  | **Differential between Henley and Benchmark High Pass %**  |
| African | 10/11 | 85.11 | 90.5 | -5 | 26.53 | 14 | 12 |
| Bangladeshi | 10/11 | 100 | 90.5 | 10 | 47.37 | 14 | 33 |
| Caribbean | 10/11 | 86.27 | 90.5 | -4 | 24.07 | 14 | 10 |
| Chinese | 10/11 | 80 | 90.5 | -10 | 41.18 | 14 | 27 |
| Indian | 10/11 | 75 | 90.5 | -15 | 23.81 | 14 | 9 |
| Other Asian | 10/11 | 88.89 | 90.5 | -2 | 30 | 14 | 16 |
| Other Black | 10/11 | 100 | 90.5 | 10 | 100 | 14 | 86 |
| Other Mixed | 10/11 | 95.12 | 90.5 | 5 | 38.1 | 14 | 24 |
| Other White | 10/11 | 93.53 | 90.5 | 3 | 34.7 | 14 | 20 |
| Pakistani | 10/11 | 84.44 | 90.5 | -6 | 27.52 | 14 | 13 |
| White British | 10/11 | 91.38 | 90.5 | 1 | 33.49 | 14 | 19 |
| White Irish | 10/11 | 96 | 90.5 | 6 | 25.93 | 14 | 11 |
| White/ Black African | 10/11 | 100 | 90.5 | 10 | 14.29 | 14 | 0 |
| White/Asian | 10/11 | 95 | 90.5 | 5 | 37.36 | 14 | 23 |
| White/Black Caribbean | 10/11 | 85.44 | 90.5 | -5 | 30.65 | 14 | 16 |
| Any other | 10/11 | 84 | 90.5 | -6 | 24 | 14 | 10 |
| Unknown | 10/11 | 92.54 | 90.5 | 2 | 20.27 | 14 | 6 |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Ethnicity** | **Expected End Year** | **Henley Pass %** | **Benchmark Pass %** | **Differential between Henley and Benchmark Pass %** | **Henley High Pass %** | **Benchmark High Pass %**  | **Differential between Henley and Benchmark High Pass %**  |
| African | 09/10 | 100 | 90.5 | 10 | 16.67 | 14 | 2 |
| Bangladeshi | 09/10 | 80 | 90.5 | -10 | 35 | 14 | 21 |
| Caribbean | 09/10 | 96.77 | 90.5 | 6 | 16.67 | 14 | 2 |
| Chinese | 09/10 | 88.89 | 90.5 | -2 | 30.77 | 14 | 16 |
| Indian | 09/10 | 85.29 | 90.5 | -5 | 18.6 | 14 | 4 |
| Other Asian | 09/10 | 83.87 | 90.5 | -7 | 28.13 | 14 | 14 |
| Other Black | 09/10 | 100 | 90.5 | 10 | 25 | 14 | 11 |
| Other Mixed | 09/10 | 91.23 | 90.5 | 1 | 29.69 | 14 | 15 |
| Other White | 09/10 | 87.98 | 90.5 | -3 | 34.42 | 14 | 20 |
| Pakistani | 09/10 | 89.47 | 90.5 | -1 | 21.98 | 14 | 7 |
| White British | 09/10 | 92.69 | 90.5 | 2 | 34.43 | 14 | 20 |
| White Irish | 09/10 | 94.12 | 90.5 | 4 | 14.29 | 14 | 0 |
| White/ Black African | 09/10 | 83.33 | 90.5 | -7 | 33.33 | 14 | 19 |
| White/Asian | 09/10 | 78.72 | 90.5 | -12 | 38.46 | 14 | 24 |
| White/Black Caribbean | 09/10 | 90 | 90.5 | 0 | 17.86 | 14 | 3 |
| Any other | 09/10 | 100 | 90.5 | 10 | 57.14 | 14 | 43 |
| Unknown | 09/10 | 100 | 90.5 | 10 | 41.1 | 14 | 27 |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Ethnicity** | **Expected End Year** | **Henley Pass %** | **Benchmark Pass %** | **Differential between Henley and Benchmark Pass %** | **Henley High Pass %** | **Benchmark High Pass %**  | **Differential between Henley and Benchmark High Pass %**  |
| African | 08/09 | 88 | 90.3 | -2 | 14.29 | 12.8 | 2 |
| Bangladeshi | 08/09 | 100 | 90.3 | 10 | 0 | 12.8 | -12 |
| Caribbean | 08/09 | 78.72 | 90.3 | -12 | 21.28 | 12.8 | 9 |
| Chinese | 08/09 | 100 | 90.3 | 10 | 100 | 12.8 | 88 |
| Indian | 08/09 | 76.19 | 90.3 | -14 | 28.57 | 12.8 | 16 |
| Other Asian | 08/09 | 92 | 90.3 | 2 | 38.46 | 12.8 | 26 |
| Other Black | 08/09 | 70 | 90.3 | -20 | 10 | 12.8 | -2 |
| Other Mixed | 08/09 | 73.33 | 90.3 | -17 | 16.67 | 12.8 | 4 |
| Other White | 08/09 | 85.71 | 90.3 | -5 | 36.02 | 12.8 | 24 |
| Pakistani | 08/09 | 84.21 | 90.3 | -6 | 20.22 | 12.8 | 8 |
| White British | 08/09 | 90.59 | 90.3 | 0 | 31.73 | 12.8 | 19 |
| White Irish | 08/09 | 100 | 90.3 | 10 | 27.27 | 12.8 | 15 |
| White/ Black African | 08/09 | 66.67 | 90.3 | -24 | 14.29 | 12.8 | 2 |
| White/Asian | 08/09 | 84 | 90.3 | -6 | 35.19 | 12.8 | 23 |
| White/Black Caribbean | 08/09 | 90.24 | 90.3 | 0 | 25.93 | 12.8 | 13 |
| Any other | 08/09 | 78.95 | 90.3 | -12 | 35 | 12.8 | 23 |
| Unknown | 08/09 | 91.38 | 90.3 | 1 | 24.39 | 12.8 | 12 |

Abbreviations**:** High Pass - % achieving A\*, A or B at A Level, Distinction or Merit at BTEC Level 3 or Level 2

In the high pass category the College has performed extremely well in the last two years with all ethnic groups surpassing the national benchmark.

**SECTION B – ACHIEVEMENTS AND HIGHLIGHTS**

**ETHNICITY**

If we look at the overall figures in the table below we can see

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2010 - 11** | **2009 - 10** | **2008 - 9** |
| **Total Students** | **2482** | **2454** | **2685** |
|  |  |  |  |
| **White British** | 2122 | 2136 | 2378 |
|  | 85.5% | 87.1% | 88.6% |
| **All other ethnic groups** | 286 | 245 | 189 |
|  | 11.5% | 10% | 7% |
| **Unknown** | 76 | 73 | 118 |
|  | 3% | 2.9% | 4.4% |

The Henley College is steadily increasing the proportion on non-White British students both in real terms and in percentage terms. This is an encouraging trend which will be monitored to see if it continues.

**High Pass Success Rates**

In the high pass success rate category the College has performed extremely well with all students surpassing the national benchmark in all categories with the exception of Bangladeshi and Other Black students in 2008 – 9.

**Pass Success Rates**

The College has significantly improved the proportion of ethnic groups meeting or outperforming the national benchmark.

* 3 out of 15 in 2008 – 9
* 7 out 15 in 2009 – 10
* 10 out of 15 in 2010 -11

These figures exclude the ethnic groups White British and Unknown.

**SECTION C – STAFF STATISTICAL DATA**

**STAFF STATISTICAL DATA**

**GENDER PROFILE**

|  |
| --- |
| **The Henley College Data** |
| **Year** | **Male FT** | **Female FT** | **Male PT** | **Female PT** | **Total** |
| **2010 -2011** | 47 | 57 | 48 | 143 | 295 |
|  | 16% | 20% | 16% | 48% | 100% |
| **2009 - 2010** | 49 | 62 | 52 | 153 | 316 |
|  | 16% | 20% | 16% | 48% | 100% |
| **2008 - 2009** | 52 | 60 | 47 | 143 | 302 |
|  | 17% | 20% | 16% | 47% | 100% |

|  |
| --- |
| The Office for National Statistics July 2010 provides the following benchmark data on Gender.  |
| **Full Time** |
| **MALE** | **FEMALE** |
| 44.8% | 28.1% |
| **Part Time** |
| **MALE** | **FEMALE** |
| 5.9% | 21.2% |

Historically the College gender profile has remained stable with a larger number of female employees year on year. The greatest differential is in Part Time working where there is a significant difference in numbers. Overall in 2010-2011 the College employed 68% females across FT and PT work compared to 32% males. The national data shows a relatively even gender balance with a workforce of 49.3% of females across FT and PT work and 50.7% of males.

**ETHNICITY PROFILE**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Year** | **White British** | **Asian** | **Black** | **White - Other** | **Unknown** | **Total** |
| **2010 -2011** | 267 | 2 | 4 | 19 | 3 | 295 |
|  | 90.5% | 0.7% | 1.4% | 6.4% | 1% | 100% |
| **2009 - 2010** | 284 | 3 | 5 | 19 | 5 | 316 |
|  | 89.9% | 0.9% | 1.6% | 6% | 1.6% | 100% |
| **2008 - 2009** | 271 | 2 | 6 | 20 | 3 | 302 |
|  | 89.7% | 0.7% | 2% | 6.6% | 1% | 100% |

 Lifelong Learning UK statistics for Further Education Colleges in England

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Other** | **White British** | **Asian** | **Black** | **White – other** | **Unknown** | **Total** |
| 2.1% | 81.5% | 3.5% | 2.9% | 3.9% | 6.1% | 100% |

Historically the College ethnicity profile has remained unchanged with the greatest proportion of employees (89%+) in the White British category.

**AGE PROFILE**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **16-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65-74** | **75-84** | **Total** |
| **2010 -2011** | 7 | 37 | 54 | 100 | 83 | 14 | 0 | 295 |
|  | 2% | 13% | 18% | 34% | 28% | 5% | 0% | 100% |
| **2009 - 2010** | 9 | 40 | 68 | 96 | 86 | 17 | 0 | 316 |
|  | 3% | 13% | 22% | 30% | 27% | 5% | 0% | 100% |
| **2008 - 2009** | 11 | 35 | 67 | 87 | 87 | 15 | 0 | 302 |
|  | 4% | 11% | 22% | 29% | 29% | 5% | 0% | 100% |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **16-24** | **25-34** | **35-44** | **45-54** | **55-64** | **65-74** | **75-84** | **Total** |
| Lifelong Learning UK statistics for FE Colleges in England | *6.5%* | *17.5%* | *25.6%* | *28.4%* | *19.5%* | *2.5% for age 60+* | *100%* |

The College age profile indicates a smaller proportion of 16-34 aged employees in comparison to the Lifelong Learning UK statistics. Nearly one third of College employees fall into this category whereas nationally it is closer to half. The College has a third of College employees in the 55+ category in comparison to 22% nationally. A correlation can be drawn between age of the staff and turnover of staff. Year on year the College turnover figure is much lower than other Colleges in the region. We therefore retain staff longer and employees progress through the age bands.

Director of HR & Professional Development & Equality, Diversity and Inclusion Administrator

February 2012