



Equality and Diversity Annual Report

2017-2018

Summary Report

1.0 Introduction

NCG works nationally to meet diverse education and training needs in partnership with its subsidiary companies. Within 2017/18 NCG had eight operating Divisions: Newcastle College, Newcastle Sixth Form College, West Lancashire College, Kidderminster College, The Intraining Group Limited, Rathbone Training, Carlisle College and Lewisham Southwark College joining in August 2017. The operating divisions are supported by Group Services.

Our Equality Strategy 2014-18 was approved by Board in September 2014 and builds on the previous NCG Single Equality Scheme 2010-14. The strategy sets out our equality aims, specific equality objectives and roles and responsibilities. This is our final report on progress made against our current Equality Strategy.

In September 2015, the Equality Strategy was updated to take account of the Prevent Duty. The Equality Strategy now states our expectation that our colleagues will challenge extremist ideas.

Section 149 of the Equality Act 2010 places a General Equality Duty on public authorities.

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Our equality aims for 2014-18 align well with the general duty and describe our approach to fulfilling the general duty in the context of our organisation.

The Equality Act 2010 (Specific Duties) Regulations 2011 place specific duties on public authorities to publish:

- information to demonstrate their compliance with the Equality Duty, at least annually
- equality objectives at least every four years.

Our Equality Strategy 2014-18 and our Equality and Diversity Annual Reports are published in accord with these duties. This summary report contains Divisional activity to meet the General Equality Duty along with NCG Equality and Diversity data, which is contained in Appendix 1.

2.0 Activity supporting the General Equality Duty

(a) Raise the awareness and skills of colleague to promote fairness, equality and good relations

All NCG staff undertake Equality and Diversity training. The purpose of Equality and Diversity training has been to ensure that employees work in a way that is sensitive to the needs of others and demonstrates consideration for differences relating to the protected characteristics.

The annual Great Place to Work survey asks colleagues to rate a number of engagement statements relating to Diversity. Performance shows an annual improvement in December 2017, compared to the previous organisational data. For all statements NCG data reflects an organisation within the top 100 Great Places to Work, suggesting diversity is a strength for the organisation.

GREAT PLACE TO WORK STATEMENTS – DIVERSITY	NCG OVERALL DECEMBER 2017	NCG OVERALL DECEMBER 2016	EXTERNAL BENCHMARK – UK GREAT WORKPLACES (LARGE) - ANNUAL LIST OF 30-50 COMPANIES
People here are treated fairly regardless of their age.	83%	80%	88%
People here are treated fairly regardless of their race or ethnic origin.	92%	91%	95%
People here are treated fairly regardless of their sex.	90%	90%	92%
People here are treated fairly regardless of their sexual orientation.	93%	91%	95%
People here are treated fairly regardless of their disability.	91%	90%	-
I am treated as a full member here regardless of my position.	96%	73%	85%

Other Divisional activity has included local training events, the creation of external reference groups, introduction of a Respect Code, themed learning walks, communications and being finalists in Diversity Awards.

(b) Embed Equality and Diversity in Teaching, Learning and Assessment

Divisional activity includes specialised learning resources and training events, E+D incorporated into ETLA plans, learning walks and lesson observations, promotion of British Values, an ETF bid for further developing a focus on meeting individual needs was successful and Internal Learner voice in Curriculum was fed back to Programme Area Managers. Multi-sensory teaching, sharing good practice at Teach-meets, Black History month included guest Speaker Adrian Murrell (Windrush site).

(c) Raise the awareness of learners to promote understanding and good relations between diverse groups

Divisional activities include a range of enrichment activities were conducted including Armistice Day, Holocaust Memorial, International Women's Day, LGBTQ+ Day and Prevent and FBV. EDI calendar allows teachers and academic tutors to focus on specific events with specific Age, Faith, LGBT and Disability celebratory events held.

(d) Provide a hospitable and multi-cultural environment that welcomes, respects and protects diverse people

Divisional activities include cross cultural events and festivals are part of the annual calendar with displays which are incorporated into teaching. Visual publications, displays of NCG and British Values, external reference groups, broadening curriculum and disability confident employer.

(e) Monitor learner representation and success and take action to promote equality

Divisional activities include targeted action to address under achieving student groups, building local community relationships to support learner success, communicating positive equality messages, pop-up events, enrichment activities, class and learner representatives and improved reporting.

(f) Ensure that all learners achieve good outcomes, whatever their background

Divisional activity includes KPIs developed where low success rates or under-representation was identified, targeted plans, improved referrals, local projects (e.g. 'closing the gaps'), teaching and support team collaboration and coaching.

(g) Monitor representation amongst all colleague types and take action to promote equality

Divisional activity includes monitoring staff demographics, fair and consistent application of policies and procedures, staff vacancies are advertised in accordance with the law and NCG policy, annual Great Place to Work survey, promotion of organisational values and staff voice groups,

(h) Consult and involve representative colleague, learners and outside organisations

Divisional activity includes employee forum meetings, learner forums, use of the Moodle platform to obtain learner voice, E&D working groups, EDI forums, staff and student networks.

(i) Embed the evaluation of equality impact evidence into policy development, business planning and quality assurance processes

Divisional activity includes Equality Impact Assessments (EDIs) being completed for new policies before they are published and full consultation activity during development of policies and processes.

(j) Ensure that partner organisations meet NCG's standards and requirements for equality

Divisional activity includes sharing and setting expectations on NCG policies throughout the contract management process.

3.0 Summary

A range of activity to support Equality, Diversity and Inclusion progression with NCG has taken place at Organisational and Divisional level.

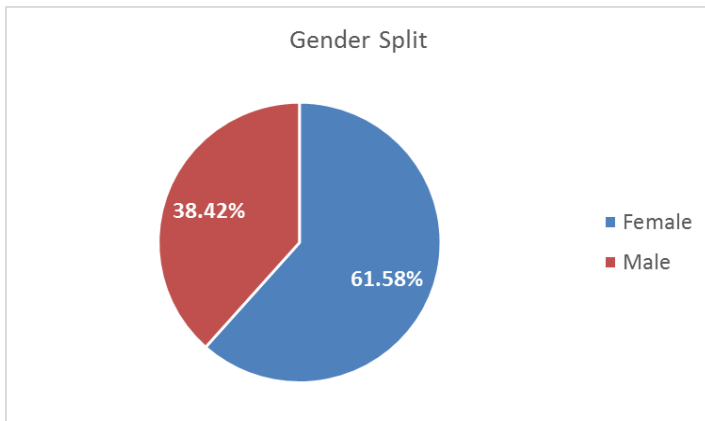
Although the term of the 2014-18 single equality strategy has now finished, the extensive organisational and structural changes within NCG have impacted on our ability to develop a consistent single equality strategy which responds to the diverse equality challenges and priorities across all colleges.

The 2018 Strategy will set out clear standards for NCG whilst reflecting the priorities of local colleges. Building upon the performance improvements made to date the Strategy will offer a framework for improved organisational and Divisional planning and monitoring with a clear and transparent approach to reporting at all levels.

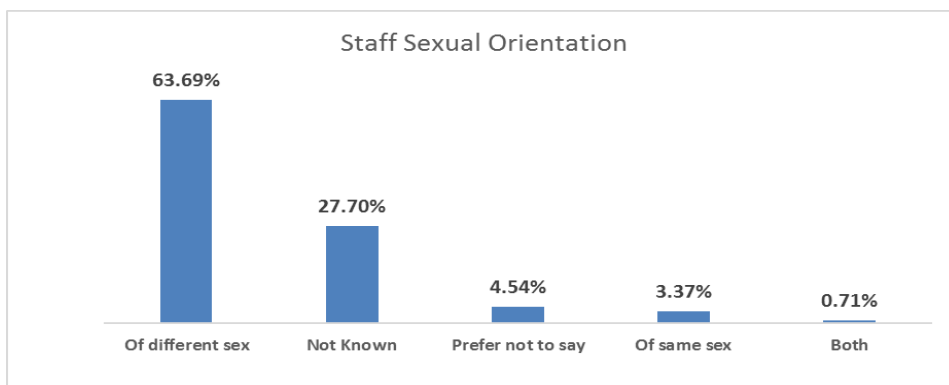
During the past year, NCG has demonstrated its on-going commitment to equality and diversity. We have responded to the needs of individuals and achieved compliance with equality legislation.

Appendix
Equality and Diversity Staff Data
All data as at 31st July 2018

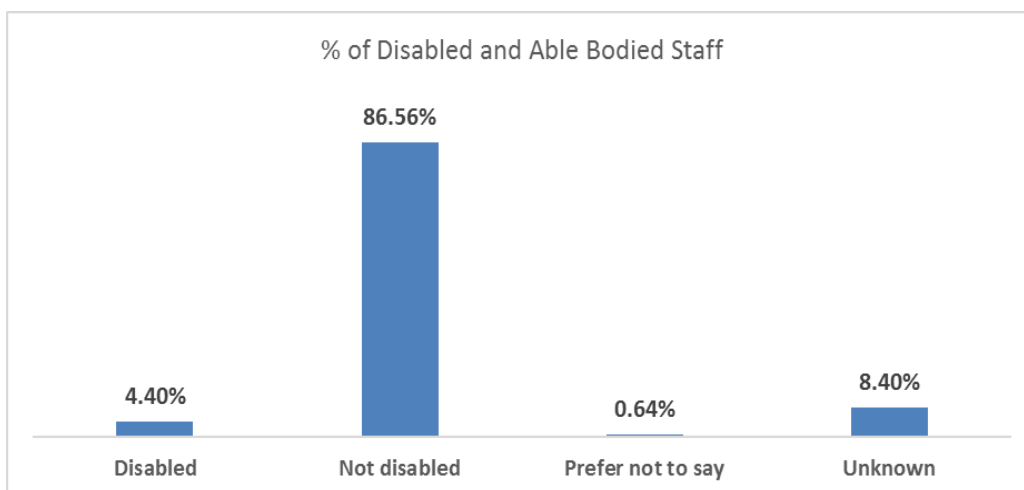
All Staff Gender



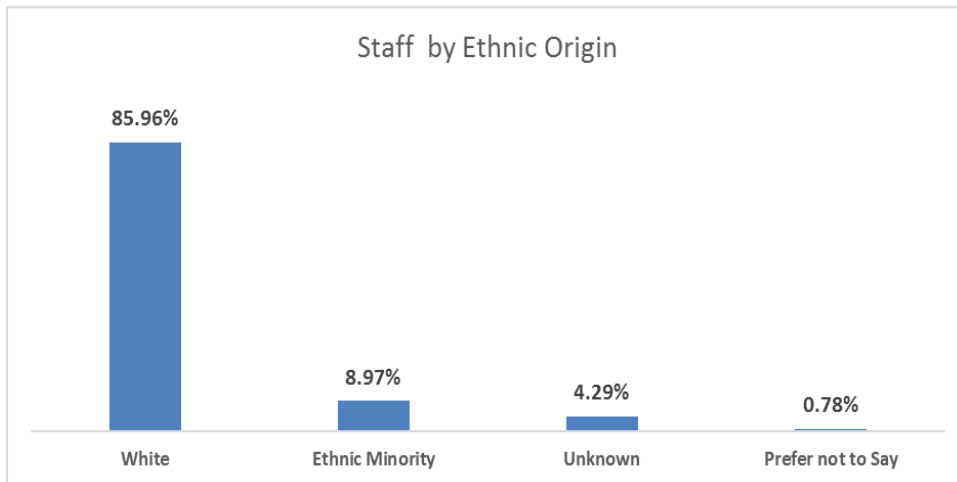
All Staff by Sexual Orientation



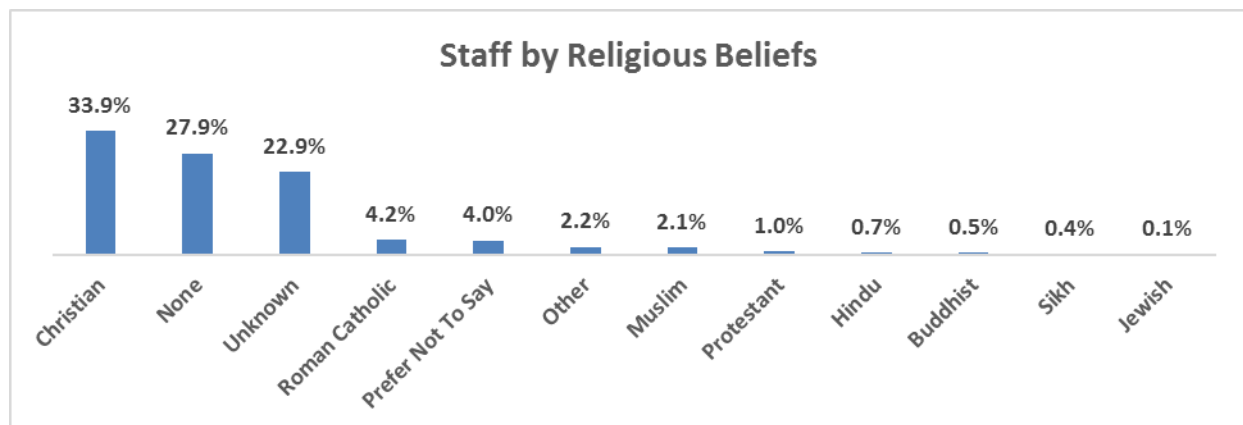
All Staff by Disabled/Able Bodied



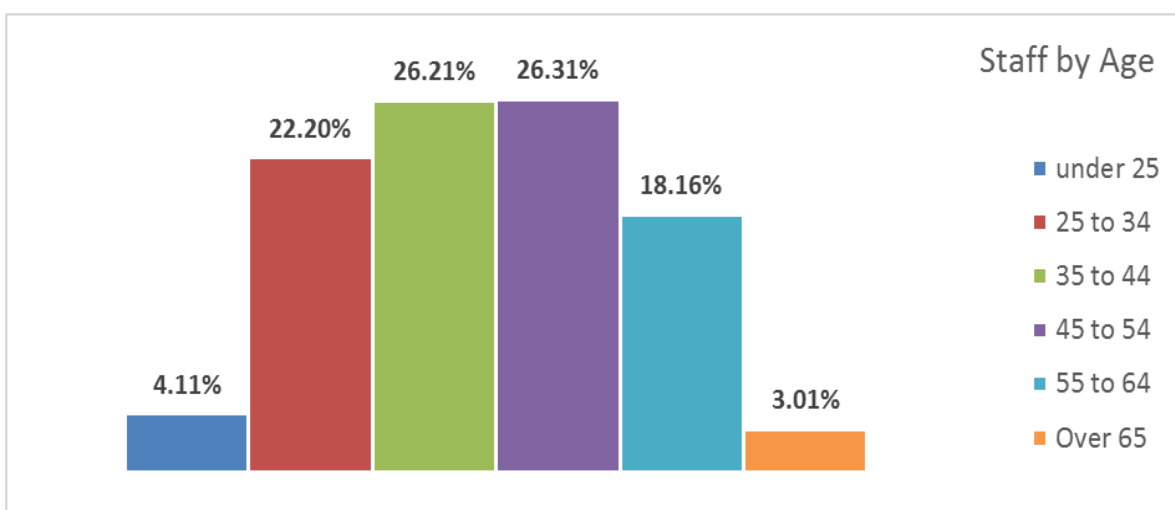
All Staff Type by Ethnicity



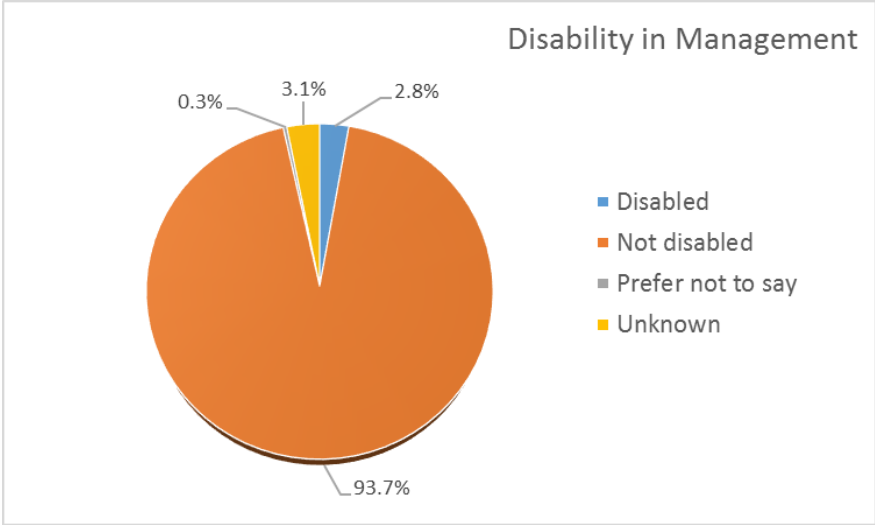
All Staff by Religious Belief/Faith



All Staff by Age



Disability Amongst Managers



Ethnicity Amongst Managers

