

**EQUALITY AND DIVERSITY**  
**ANNUAL PUBLICATION OF EQUALITY AND DIVERSITY MEASURES:**  
**STUDENTS 2010/11**

**1 Introduction**

1.1 The College is fully committed to a systematic whole-institution approach to the potential discriminatory policies, practices and procedures in all aspects of its work. This commitment is fully reflected in our strategic priorities and targets.

**2 Monitoring of Data**

2.1 The College is required by legislation to publish statistics relating to aspects of race, gender and disability for staff and students and to report annually.

<b>Success rates of learners who have or have not declared disabilities, all aims, all ages</b>						
	<b>Learners with declared disabilities/learning difficulties receiving additional support</b>					
	<b>2008/09</b>		<b>2009/10</b>		<b>2010/11</b>	
	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>
Hugh Baird College	630	80%	601	79%	862	86%
<b>Learners without declared disabilities/learning difficulties or additional support</b>						
Hugh Baird College	4344	75%	4158	79%	3512	81%

<b>Success Rates by Gender on all aims, all ages</b>						
	<b>Male</b>					
	<b>2008/09</b>		<b>2009/10</b>		<b>2010/11</b>	
	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>
Hugh Baird College	2199	76%	2075	78%	1938	80%
	<b>Female</b>					
	<b>2008/09</b>		<b>2009/10</b>		<b>2010/11</b>	
	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>
Hugh Baird College	3186	77%	2684	81%	2582	83%

<b>Success Rates of BME and non-BME Learners, All Aims, All Ages</b>						
	<b>Non-BME</b>					
	<b>2008/09</b>		<b>2009/10</b>		<b>2010/11</b>	
	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>
Hugh Baird College	5027	73%	4479	79%	4272	82%
	<b>BME</b>					
	<b>2008/09</b>		<b>2009/10</b>		<b>2010/11</b>	
	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>	<b>Starts</b>	<b>Success %</b>
Hugh Baird College	358	91%	280	87%	248	88%

### **3 Findings**

- 3.1 Learners with declared difficulties/disabilities receiving additional support succeed at a higher rate as the whole-College cohort.
- 3.2 The success rate of males is 3% less than females.
- 3.3 The success rate of black minority ethnic learners is 6% higher than non-minority learners.

### **4 Actions Taken 2010/11**

- 4.1 The College has published its Single Equality Scheme. This describes, in a single document, how the College will fulfil its statutory duties to promote equality of opportunity and avoid discrimination.
- 4.2 The Equality and Diversity Committee has continued the process of conducting Equality Impact Assessments on all policies, procedures and functions that directly impact on students.
- 4.3 To date impact assessments have been carried out across the learner application and enrolment processes, resulting in a significant overhaul of documentation, impact assessment of the Marketing function has led to changes to the website and the introduction of specialist software in the Student Advice Centre. A full schedule of impact assessments and any related actions is available and can be requested from Nicole Phillips, Secretary to the Director of Participation.
- 4.4 A drilling down of statistics will take place at curriculum level and will be used to inform School Development Plans.
- 4.5 A Student Disability Equality forum meets each term and student views are sought and acted on.

### **5 Conclusion**

- 5.1 Globally, the College is performing well against all equality strands.

**Cathy Fairclough**  
**Director of Participation**

**20<sup>th</sup> December 2011**