



**CROSS COLLEGE
SELF ASSESSMENT REPORT
FOR EQUALITY AND DIVERSITY
2019/20**



Esher College Cross-College Self-Assessment Report 2019-2020

DEPARTMENT/TEAM	Equality and Diversity NTC	Date	October 2020
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General Commentary

The academic year 2019/20 obviously involved a whole new set of challenges for all of us. What the scale of the pandemic's impact on students and staff who fall within the groups protected by the 2010 Equality Act is not yet knowable. The consequences in terms of accessing learning online, isolation of students who rely on their community in College (for example, many students who are in the LGBTQ+ community) and the possibility of certain groups being further disadvantaged by bias the grading process are some of the, still ongoing, concerns. During the lockdown, the killing of George Floyd in America and the subsequent worldwide reaction was a pivotal event. Esher College students and staff were admirable in their response; May and June saw a renewed commitment to challenging prejudice that I haven't seen happen before, since I started this role in 2018.

The achievements in College in the months up to March 2020 were many; a thriving Gender Sexuality Alliance society (now in its tenth year) and the final approval of the Staff Disability Policy are two important highlights. Just before lockdown, I organised a cross-College Equality and Diversity trip to the Southbank Centre's **Women of the World Festival**, with twenty students. Raymond Antrobus, a **poet** from the D/deaf community and of West Indian heritage, also came and performed in College just a week before we were forced to close.

Earlier in the academic year, I worked with students from across the GSA, the Christian Union and the Student Union to collect clothes for a British organisation, Care 4 Calais, to help **refugees**. In collaboration with the College's Volunteer Abroad programme, the College held a talk by three Gurkhas who educated the group on Nepalese history. A former teacher at Esher College, the novelist Michael Donkor, visited the English Department and answered questions on his novel about a young Nigerian girl in London. Anti Bullying Week was marked by students and staff wearing Odd Socks to celebrate difference and diversity.

The PDP session on **Period Poverty** was delivered across all first year groups. Students and staff told me they thought it was great to talk about something that is normally a taboo subject in mixed sex groups. It was also an opportunity to launch the free period product initiative, so that all students know they have access to any sanitary protection they need.

Adapting to lockdown in March to **support students during lockdown** involved liaising with the Student Services team to ensure staff and students knew that they could still contact me for support through Microsoft Teams and email. I was acutely aware that a lot of the help I provide in my role is *ad hoc*, often taking the form of a student or staff member coming to talk to me to ask about a sensitive issue or discuss ideas for initiatives and campaigns. This time was and is a steep learning curve; seeking advice and support from Equality and Diversity officers in other S7 Colleges was very helpful.

As previously mentioned, a notable achievement this year has been the **establishment of Anti Racism Group in response to Black Lives Matter movement in May 2020**. At the end of the academic year we held a meeting with students and staff about BLM and decided to start an action group in the new academic year. 6.1 students also had an extended PDP session about forms of racism and Black British History.

Other E&D successes:

- *Training on E & D for new staff and students*
- *LGBT History month quiz*
- *Regular meetings with students leading GSA and Christian Union*

- *New PDP sessions created for Black History Month (Naga Munchetty debate about freedom of speech) , Women and Climate Change session for Green Week and IWD, Disability PDP 'Being Disabled' challenged the notion of what disability is*
- *E & D Committee meetings twice in the year: these were productive, lively and well attended*
- *The Welcome events at the beginning of the year were a highlight for E & D, encouraging new students to join in with a wide range of social events and come along to societies such as GSA.*
- *Staff Wellbeing events*
- *More promotion on Twitter of significant days throughout the year; working more closely with the marketing team.*

Despite the challenges faced, this has been a really successful year in which the students have benefited from speakers, trips and PDP sessions, as well as taking part in societies and starting up the Anti Racism movement. The staff have participated in the Committee including sharing their views on E and D Policy. These will all be continued in 2020/21. The Staff Wellbeing initiative has become more firmly established and I hope it will flourish in the year ahead.

The College Enrolment figures for 2019/20, show that 1520 are identified as White British. **Roughly a quarter of students are not White British.** The amount of students from a BAME background was 24.5% in 2019/20. This academic year indicates an increase in Asian/ Indian students from 27 to 38. The percentage of students of BAME backgrounds has increased from 21.8% in 2017/18; that's an increase of 2.7%.

In terms of **gender**, the 2019/20 cohort is split in much the same way as previous years, with 59.7% female students and 40.3% male students. In 2018/19, the figure was 58.0% female and 42.0% male. We don't currently have a record of students who identify as transgender or non-binary.

The figures for 2019/20, show we had 25.1% enrolled students with **SEND**; this figure is roughly consistent with previous years, with the 2018/19 student population made up of 26.6%.

The Departmental Self Assessment Reports for 2019-20 have been composed differently and are more steam-lined this year, but there is a pleasing level of recognition of department's embedding of the College's ethos of Equality and Diversity evident in their respective reports. Several SARs indicate an extra vigilance around College by staff concerning mental health and commitment to helping all students access learning; this will be more of a focus in the targets for the year ahead. The English Department have gone to great lengths improved the diversity of the texts taught at A Level this year, notably by the launch of a new A Level, **English Language and Literature**, in which students will study the poetry of Jacob Sam La Rose and other writers of colour, as well as more female authors.

The **History Department's** dedication to Equality and Diversity should also be singled out for praise for 2019/20. As one of the quality improvement plan targets for the year, the department have focused on making diversity a priority, notably with their Black History Month displays and considering new ways to address the gender imbalance within the subjects. The **Maths Department** are carrying over their target to try to equalise the attainment levels of boys and girls, this is the same with the **Music Department**.

Department/Team

Date

Target/Objective	When?	Who?	Performance Indicator	Evaluation
<p>1. Create a new approach to how the Equality and Diversity ethos is communicated to Students, through a range of media as well as learning.</p> <p>E&D POLICY GOAL 1: To promote a culture of respect.</p>	<p>Oct 2019</p>	<p>NTC, CTF, DEH, JH</p>	<p>Work with MIS on redesigning the webpage for Equality and Diversity.</p> <p>Work with the marketing team to ensure we are inline with the college branding if necessary.</p> <p>Discuss in E and D committee meeting how to best use student facing and front facing website</p> <p>Raise in Student Services meeting to gain support/ ideas from other key staff and to ensure work is inline with the procedures and agreements about how E and D messages should be communicated.</p> <p>Consider how to communicate to staff the ways in which they can convey E&D ethos in their lessons, possibly through</p>	<p>Achieved.</p> <p>Webpage updates mostly done- Webpage updates mostly done - new GSA page is in progress (continuing next term), re-organising of information on student portal.</p> <p>Closer connections forged with marketing team – using Twitter to promote significant events, working on the College prospectus and updating the Equality and Diversity pages.</p> <p>NTC raised profile – for example, taking part in the Your Start Esher Induction materials</p> <p>More staff referring students to NTC for support in 2019/20 than in previous years indicate a growing awareness of the support available.</p>

			<p>self-selecting E& D reps for each department.</p> <p>Work with Student Union to find out their views as to how to best communicate campaigns, events and messages to students.</p> <p>Update the Equality and Diversity Statement and the Equality and Diversity Objectives</p>	<p>Conversations with staff about rethinking how to build E&D ethos into lessons; this is ongoing and will become much more of a focus with the Anti Racism Group's work to 'decolonise the curriculum' in the year ahead.</p> <p>Some good participation by SU members to help promote events, etc., and raise awareness of campaigns but this is something to work on more in the future.</p> <p>Since May 2020 there has been much more contribution from the SU as they are galvanised by the Black Lives Matter movement.</p> <p>Updated the Equality and Diversity Statement and the Equality and Diversity Objectives</p>
<p>2. Celebrate diversity and promote College cohesion so that all students and staff feel that they are part of a community and have equal access to opportunities as well as access to college buildings and resources.</p> <p>E&D POLICY GOAL 1: To promote a culture of respect.</p>	Ongoing	NTC	<p>Hold events that will attract students from all groups, such as another Great Get Together.</p> <p>Building on last year's Welcome Initiative and Your Start at Esher Induction lesson so that they are embedded into the College year.</p>	<p>Partially achieved – continue in 2020/21</p> <p>The Great Get Together couldn't go ahead, but hopefully it will return in some form in Summer 2021.</p> <p>Disability Policy for Staff created, approved and finalised. This was a lengthy process which involved working with the Committee, the link governor, the other S&</p>

<p>E&D POLICY GOAL 2: To value the differences between us and actively celebrate the diverse backgrounds of students and staff.</p> <p>E&D POLICY GOAL 4: To meet our legal duties + objective: inc. under the Prevent legislation whilst ensuring PDP/ INSET materials do not adversely create division between groups or reinforce stereotypes.</p>			<p>Targeting prejudice such as gender bias and casual racism through PDP. Working with the Student Union to make this a priority for them.</p> <p>Sharing by email to all staff and students documents such as extra information about notable figures in Black British history.</p> <p>Improve access, environment and opportunities for students and staff with disabilities, as well as for pregnant and breastfeeding women.</p>	<p>College E and D reps and the College's personnel department.</p> <p>Very successful PDP sessions on periods, LGBT History Month, Black History Month debate. Actions against Period Poverty – PDP session and free sanitary products given out by nurses, as provided by the government. Posters were put up in all toilets to remind students that there were provisions available for free.</p> <p>Black History Month materials shared in October 2019 – videos and reading list shared by email.</p> <p>The breastfeeding space has not been achieved yet; this is something that the Committee can discuss in the new academic year.</p>
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			<p>Investigate the idea of a menopause policy as something that affects a large proportion of our staff body.</p> <p>Checking that we have diverse speakers and trainers in College. Monitor the gender, race, etc., of those delivering INSET and also coming into speak to students.</p> <p>Recruitment of Equality and Diversity Committee members who are stakeholders personally, so students and staff who have disabilities or are BAME, for example, are participants. (Whilst being mindful of the fact that just because someone falls within the LGBT category, for example, it does not mean that they should feel in any way</p>	<p>Plans to launch a first meeting of Second Spring/ Menopause Café group were put on hold due to lockdown; this could be reimagined in an online capacity.</p> <p>No formal monitoring of the diversity of speakers was done. The events organised by the English Dept, volunteer abroad and the E&D officer included several people of BAME backgrounds and with disabilities. This is an ongoing target. Successful with diversity of speakers and events in College, such as Raymond Antrobus and Gurkas.</p> <p>E and D Committee held two successful meetings. The issue of expecting students and staff from within the protected groups to lead with E&D is still unresolved, but a renewed interest in fighting injustice – spurred on by the BLM movement – has seen swelling numbers interested in participating in the latter part of the academic year.</p>
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			<p>expected to become a member of the Committee if they do not wish to be.)</p> <p>Work with Heads of Department to think about how to increase the participation levels of girls or boys on their courses.</p>	<p>Webpage updates mostly done - new GSA page is in progress (continuing next term), re-organising of information on student portal.</p>
<p>3. Nurture a culture of awareness and openness about mental health problems, building on the successes of recent years.</p>	<p>Sept 2019 onwards</p>	<p>JGS, NTC DMM</p>	<p>Work with Jude to ensure we maintain and grow the E and D focus in Mental Health Awareness week.</p> <p>Hold a Great Get Together for all staff and students where all issues can be discussed in a relaxed way.</p> <p>Support the GSA as they help students who are experiencing possible periods of difficulty in understanding their gender and sexuality.</p>	<p>Achieved</p> <p>Mental Health week delivered on a smaller scale online during lockdown.</p> <p>As stated above, this could not be held this year but will hopefully return in 2021.</p> <p>Some really positive discussion of mental health in GSA meetings where students shared self care advice and supported each other.</p>

			<p>Continue with the Staff Wellbeing group. Look into holding a menopause café.</p> <p>Use all available facilities to help, for example investigating GSA's use of the College allotments (due to the mental health benefits of gardening)</p>	<p>Staff Wellbeing is now well-established and staff meet regularly for coffee on Wednesdays at 10am. This continued on Microsoft Teams throughout lockdown. Pre-lockdown, we held a few SWB events such as an opera trip and a Staff Wellbeing run.</p> <p>Some discussion and investigation into the GSA's use of other facilities, such as the allotments, but this wasn't something that the group were keen to try last year. It is something that might work in future years or as a separate initiative, outside of GSA.</p>
4. E and D Objectives approved	May 2020	NTC, DEH	Examine any recent E&D developments, OFSTED EIF, E an D Committee for necessary updates. Approve via Link Trustee and SLT.	<p>Achieved.</p> <p>Webpage updates mostly done - new GSA page is in progress (continuing next term), re-organising of information on student portal.</p>

Department/Team

Date

Target/Objective	How?	When?	Who?	Performance Indicator
<p>1. To continue to develop our culture and commitment across the college to the anti-racism movement.</p>	<p>Regular meetings (minutes) of the new Anti Racism group, with a Teams team where students and staff can collaborate.</p>	<p>Ongoing</p>	<p>NTC/ SU</p>	<p>Minutes on Anti Racism section of the Portal.</p>
	<p>Black History Month 2020 will offer a range of activities, events and materials. Displays in departments and in communal student areas.</p>	<p>Oct 2020</p>	<p>NTC & Anti Racism Group</p>	<p>Documents for BHM 2020, including images of displays around College.</p>
	<p>Ensure there are anti-racism lessons built into the PDP schedule.</p>	<p>Imminent</p>	<p>NTC/ DMM</p>	<p>After the PDP sessions, speak to tutors and students to gauge the reaction to the material. Webpage updates mostly done - new GSA page is in progress (continuing next term), re-organising of information on student portal.</p>
	<p>Staff training on unconscious bias at INSET</p>	<p>May 2021</p>	<p>NTC/ HRT</p>	<p>Staff feedback on INSET day.</p>
	<p>Follow through on decisions made within the group, such as organising speakers (online) and working on campaigns, as appropriate.</p>	<p>Ongoing</p>	<p>NTC/ Anti Racism Group</p>	
	<p>Establish the Black Lives Matter/Anti Racism Book Group as a successful Complementary Study.</p>	<p>Ongoing</p>	<p>NTC</p>	<p>Student feedback on the success of the complementary study and student participation levels in the course.</p>
	<p>Take all opportunities to remind staff, and students, about the College's anti racism stance and encourage participation from all.</p>	<p>Ongoing</p>		

2. To re-establishing the terms, remit and composition of the Equality and Diversity Committee and support/ promote College-wide activity.	Hold at least two meetings in person and /or online.	Spring term Autumn and Spring	NTC/ E and D Committee	Minutes from meetings.
3. Re-envisage societies and events so that they are able to survive and flourish, taking into account the fact that some students will be unable to participate in person.	Find a workable way of societies running within new rules, consider online Teams meetings. Think carefully about how to prioritise the health and safety of students and staff involved in events and meetings, so that the college procedures are always maintained. Redesign the branding for GSA so that it's attractive to new students and uses current language.	Oct 2020 Nov 2020	NTC NTC and GSA soc.	Successful continuation of societies and communal events; student feedback. New logo(s) and posters; use on student-facing Portal.
4. Support members of staff in protected groups who might be struggling due to extra pressures brought about by COVID 19.	Talk to staff about extra support needed, esp. those with visible and invisible disabilities, with online teaching. Consider ways to reach out to and support students and staff who are exempt from wearing masks and who struggle with social distancing rules in College.	Ongoing " "	NTC	Notes taken about issues raised by staff on Committee. Equalities Impact Assessment.

	<p>Continue the weekly Staff Wellbeing coffee break, ensuring it remains a small and socially-distanced group.</p> <p>Generate ideas for other types of Staff Wellbeing events; consider and rethink the 2021 Staff Wellbeing day.</p> <p>Create an Equalities Impact Assessment on the new policies on delivery of learning, health and safety regulations and isolation.</p>	June 2021	NTC, HRT, E&D Committee	
5. To update the E and D Policy, in accordance with the outcome of discussions held within Committee meetings and as a result of the meetings.	<p>Use the views and expertise of the Equality and Diversity Committee to update the E and Policy.</p> <p>Consult the link trustee, SLT, Strat and Pol, Board.</p>	Spring 2021	NTC, E&D Committee, DEH	New E&D policy.
6. To agree and create a revised format for the Compliance Data and consider methods of publication.	Work with DEH to find an appropriate new format and publication method for the Compliance Data.	Spring 2021	DEH, NTC	Compliance Data report 2021 in new format.

