

Investors in Diversity Learner Survey Analyses December 2012

The Headlines

Profile of Learner Respondents

Total Respondents	2011
Consistent Respondents - mean av.	1268

Sites Represented

City Centre - MMW	342		
West Bridgford	305	Ellis Grove	23
Beeston	230	Confetti	23
London Road	121	CLC	21
Stapleford – AMC	92	Ruddington	20
Clifton - Charnwood	87	People First	17
New Basford	24E	Highfields	10

Learners were represented from a range of courses.

Length of time at College

First year Learners	45.4% (597)
1-3 years	43.6% (573)
3+ years	11.0% (145)

Disability

Disabled	23.5% (251)
Prefer not to disclose	10.1% (108)

Gender Identity

Female	43.9% (498)
Male	50.0% (568)

Age

Under 20	60.8% (686)
20-29	19.0% (215)
30-39	6.2% (70)
40+	10.2% (114)

Race

White	65.4% (697)
Prefer not to disclose	3.8% (41)

Religion or Belief

Christian	29.9% (311)
No Religion	47.7% (496)
Muslim	7.9% (82)

Sexual Orientation

Heterosexual	79.0% (844)
Prefer not to disclose	9.8% (105)

Developing Personal and Social Skills

88.6% of learners rate the College as outstanding (14.9%), good (55.9%) or satisfactory (17.8%) in terms of how it develops their personal and social skills.

Unfavourable treatment

Q. Have any of the policies or practices in the College made you feel disadvantaged?

33.9% of learners said that they have been disadvantaged by a College policy or practice

Reasons given:

Age	119	Sexual Orientation	55
Race	76	Gender Reassignment	38
Disability	86	Other	57
Religion/faith	72	Marital/Civil Partnership	39
Gender	75	Pregnancy/Maternity	35

In the comments, criminal background is given as a reason for being disadvantaged by 3 respondents, autism is mentioned twice, and poverty, and *“being bullied for being a gypsy”* once

Q. Has a policy or a working practice made you feel that you have been less favourably treated.

39.5 % of respondents said that they have been treated unfavourably.

Reason given:

Age	225	Sexual Orientation	109
Race	152	Gender Reassignment	95
Disability	152	Other	94
Religion/faith	139	Marital/Civil Partnership	91
Gender	137	Pregnancy/Maternity	79

Comments include reasons as being an ex-offender (x2), income/poverty (x2), Autism, learning difficulty (1) *“the way I dress”* (x2). *“i feel because i have an criminal background that i am being treated differnertly, and that i am being watched where ever i go”*. (sic)

Bullying/Harassment

Q Do you think you have been or are being bullied or harassed by any of the groups below?

Tutors/Lecturers	95
Other Staff	58
Managers	76
Learners/Students	129

727 learners said that they *“have felt safe from being bullied by anyone”*.

33.1% of learners who said that they have been bullied stated the following as reasons:

Age	84	Sexual Orientation	38
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Race	77	Transgender status	56
Disability	81	Other	74
Religion/faith	48	Marital/Civil Partnership	50
Gender	50	Pregnancy/Maternity	48

In the comments bullying is mentioned 7 times. Personality and image are referred to as reasons for bullying.

Tackling Discrimination/Verbal Abuse

Q. How would you rate the College at promoting equality and tackling discrimination?

Outstanding or Good	73.3% (1069)
Satisfactory	17.1% (250)
Inadequate or Don't know	9.6% (140)

Q. How would you rate the College at tackling verbal abuse?

Outstanding or Good	57.8% (805)
Satisfactory	18.6% (259)
Inadequate or Don't know	23.5% (327)

Q. How would you rate the College at tackling bullying and harassment?

Outstanding or Good	61.2% (857)
Satisfactory	15.4% (215)
Inadequate or Don't know	23.4% (327)

Comments include *"I feel I have been bullied by one particular student in my class, to a certain degree, but the staff have deal / are dealing with it superbly. I am pleased with them."*

242 respondents said "yes" or "I think so" when asked if there are any discriminatory practices at the College that have not been addressed. In the comments "bullying" is mentioned twice.

Confidence in the Complaints procedure

Of the respondents who said they have been bullied or harassed 19.7% used the College's complaints procedure to report this.

Q. If you ever raised a concern, complaint, or grievance do you think it would be dealt with appropriately?

Yes or I think so	56.3% (594)
Don't Know	22.3% (236)
No or I don't think so	21.4% (226)

Working in the community and with parents

44.3% of respondents answered "No" or "Don't know" when asked if the College helped them to understand local and wider communities (workplace, neighbourhood).

Q. Do you think that staff effectively communicate and engage with parents/carers whatever their background?

Yes or I think so	60.2% (765)
Don't know	27.1% (344)
I don't think so or no	12.7% (162)

Teaching Methods

Q. Are the teaching methods and materials used sensitive to, and reflective of, the diversity of students?

Yes or I think so	66.8% (843)
Don't know	17.3% (218)
I don't think so or no	15.9% (201)

Canteen

52% of respondents did not know if the canteen catered for specific dietary requirements including Halal, Kosher, Vegan and Gluten Free.

69 learners stated that they have a dietary requirement need that the College does not provide for. Comments include suggestions for more vegetarian options, gluten free, healthy and low cal and halal options. One concern expressed over the cost of food, and another about the length of lunch break. *"Catering staff are lovely, helpful, friendly and approachable"*.

Environment

Q How would you rate the College at providing a warm and welcoming learning environment?

Outstanding or Good	68.8% (757)
Satisfactory	19.3% (212)
Inadequate or Don't know	11.9% (131)

In the comments there are 3 mentions of updating MMW campus, 1 comment includes a perception that other sites (Beeston) has more money spent on it and there is one suggestion for more seating. Comments include *"This college is also welcoming and I AM enjoying it"*

Information

Learners were asked to select EDI related subjects which they would like to know more about. Top requests were "Work and Families", "Gypsies and Travellers", Human Rights Legislation and Mental Health.

Learners were asked which groups is the College good at gathering the views of. "Both men and women", "People of all ages" and "People of different race" were top of the charts.

Positive Action

Q. Which of the following groups of Learners do you think the College has strategies to help?

There was a balanced response of groups selected with the perception that the College has strategies to help LLDD Learners, Learners with EFL and Ethnic groups the most. 166 respondents felt that the College did not help any of the groups suggested (also including gender groups, young parents, and gifted and talented).

Q Who do you think EDI activities are designed to help?

69.8% (819) of respondents said "All of us whatever our backgrounds", with the perception that people from minorities only, 7.9% (93), and people with special needs, 15.8 % (185) were targeted. 76 learners said that EDI activities are designed to help "No one, EDI is just a waste of time".

Q Which groups, through their behaviour, do you think take EDI seriously?

Tutors/Lecturers	1251
Learners/Students	758
Managers	645
Other staff	478

70.1 % of respondents (948) rated the performance of College staff in promoting EDI amongst learners as "Outstanding" or "Good".

Q Which groups show a good level of courtesy and respect?

Tutors/Lecturers	1109
Learners/Students	614
Managers	555
Other staff	430

Comments include *"Most people i have met at college are very respectful towards me its totally differant to school"; "The managers dont seem to do anything, apart from not knowing what is going on"; "some members of staff I find can be rude towards learners. reception staff are polite but some are not"; "i think this college and tutors are so unbelievably anti-social, rude and disrespectful and it sincerly needs addressing!!" (sic).*