



WBTC EQUALITY REPORT 2016

1. Introduction by Tamera Easterling, Operations Director



Thank you for your interest in our Equality Report 2016 (which covers the period 1st July 2015 to 30th June 2016). This opportunity has allowed us to reflect on the composition of our workforce, to encourage accountability through transparency of information. It also looks at the way we do things as detailed in our Equality Policy and Quality Improvement Plan.

WBTC staff at the WBTC Rising Stars Award April 2016

This Report outlines the key methodologies to meet our duty to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance equality of opportunity and inclusion between those who share a relevant protected characteristic and those who don't
- ✓ Foster good relations between those who share a relevant protected characteristic and those who don't

2. WBTC as an Employer

As at June 2016, WBTC employed a total of 34 permanent staff (6 male and 28 female). 23 of these are part time with 3 freelance staff.

Our current staff database allows us to analyse to include sexual orientation and religious belief. The operational team is comprised of 5 staff (3 female and 2 male).

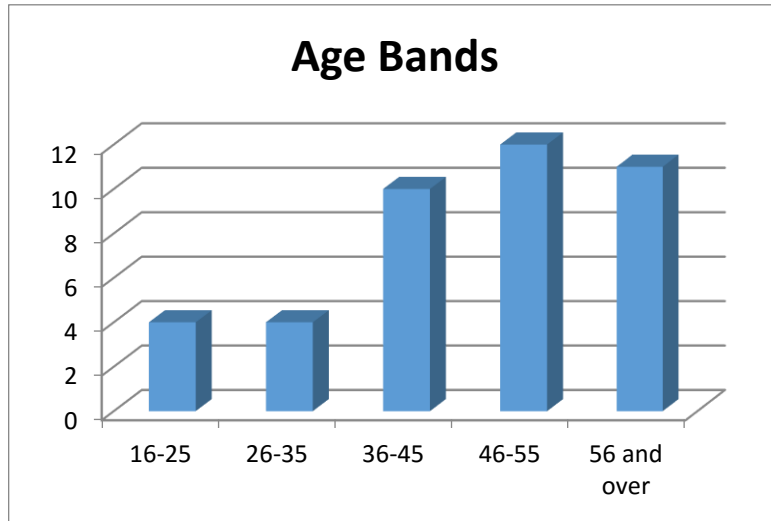
WBTC EMPLOYER AWARDS

WBTC Investment in Training Award winner 2016 - Emma Thomas (EJBC - Employer) pictured with Charlotte Pocock (Learner) and employee

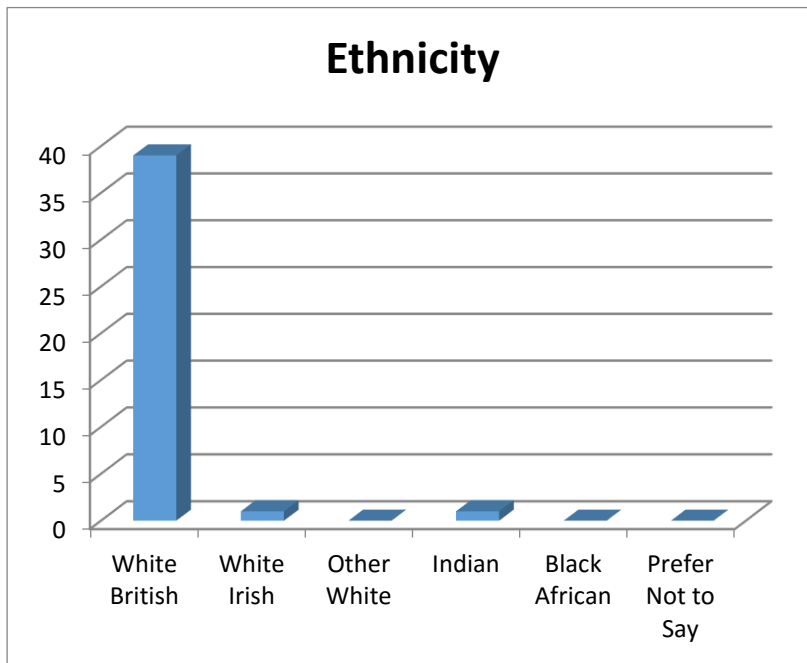


Summary of data collated:

Age:



Ethnicity:



The collection of data is based on generic terms due to the small number of staff.

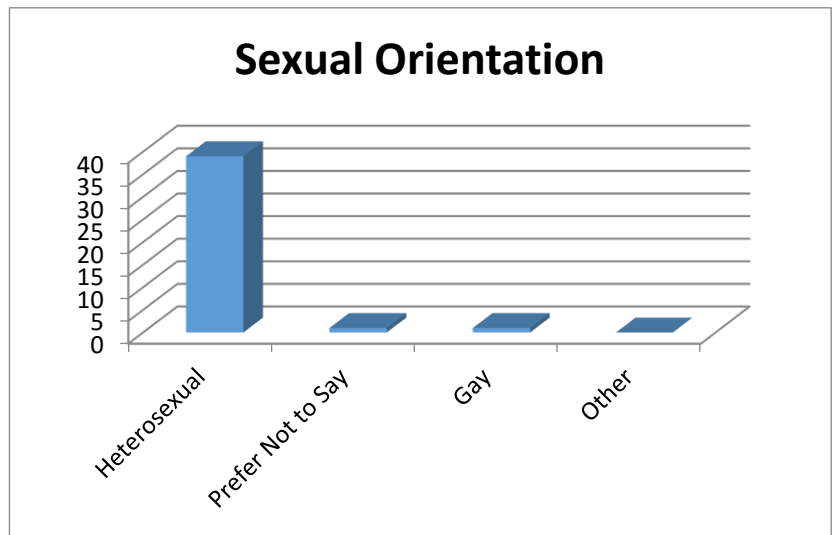
Maternity, Paternity & Flexible Working:



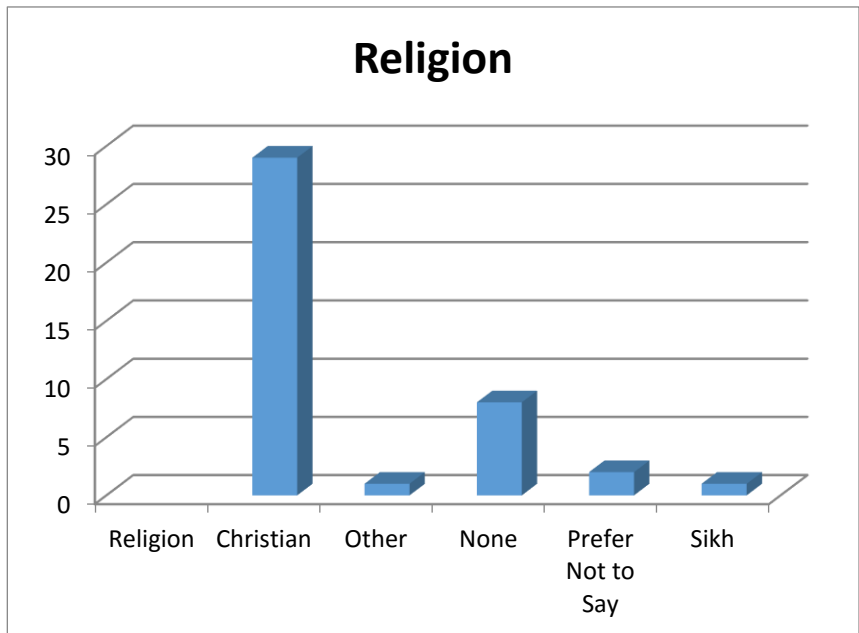
One female member of staff took maternity leave and one male member of staff took paternity leave.

Absence:	
Female -	192.0 days
Male -	5.0 days
Total	197.0 days

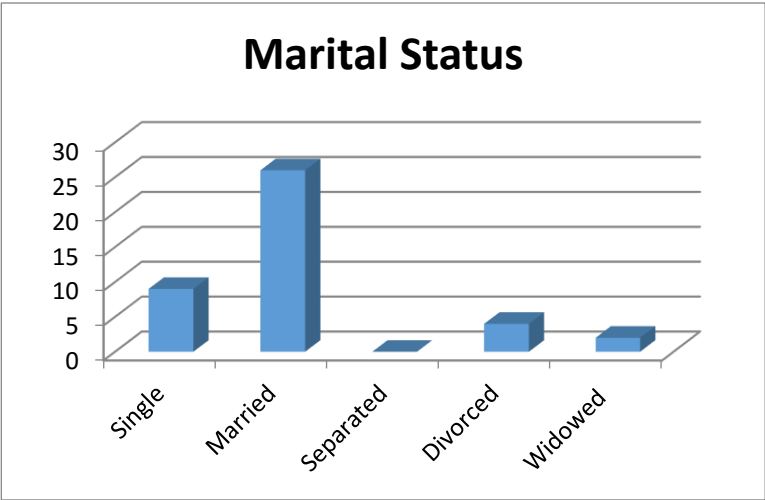
Sexual Orientation:



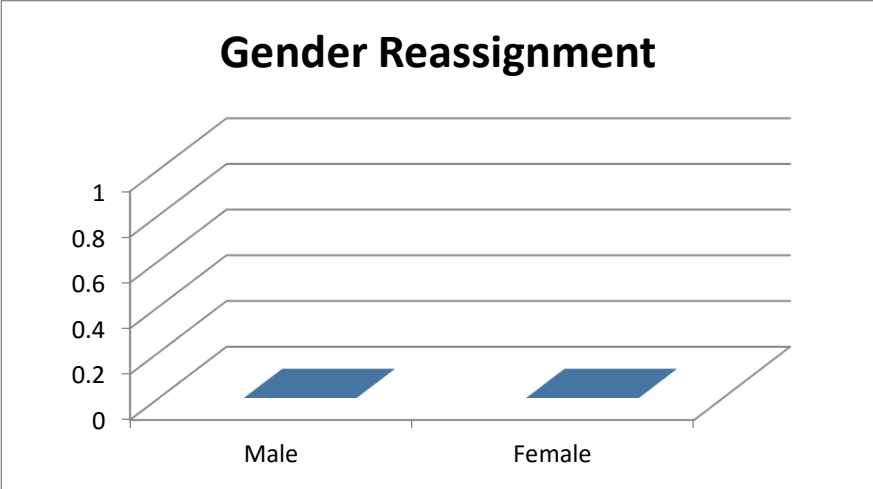
Religious Belief:



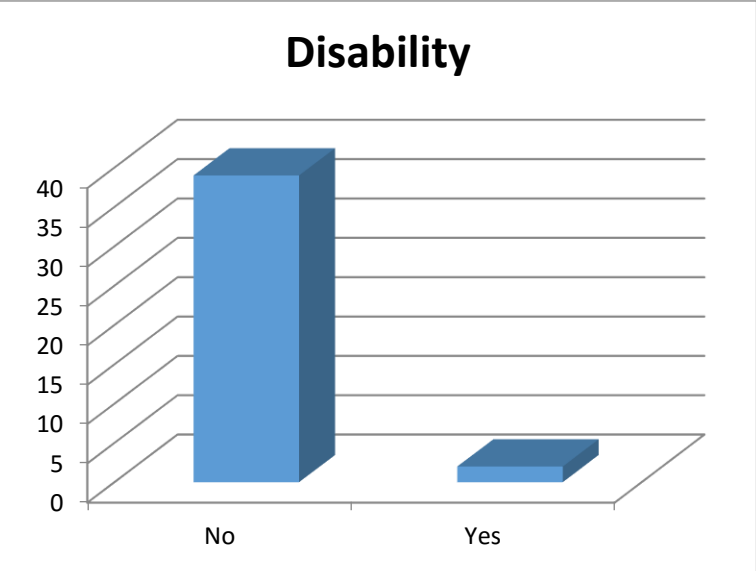
Marital Status:



Gender Reassignment:



Disability:



Disclosure rates are good across the company.

To eliminate discrimination, harassment and victimisation, WBTC has a number of policies and procedures which staff are required to comply with. These include:

- Equality, Diversity & Inclusion Policy
- Grievance Procedure
- Employee Induction Policy
- Staff Recruitment Policy
- Maternity & Paternity Policy
- Staff Training & Development Policy
- Appraisal Policy
- Safeguarding & Prevent Agenda Policy for Children and Vulnerable Adults
- Disability Policy
- Employee Conduct & Communication with Learners



WBTC Investment in Training Award winner 2016 - Benchmark - Steve Cooper & Kelvyn Dennis (Employer) pictured with WBTC Apprenticeship Learners

Where new policy is created or existing ones revised, equality impact assessments will be carried out as relevant.

To advance equality of opportunity and foster good relations between staff who share a relevant protected characteristic and those who don't, WBTC will undertake the following activities:

- Annual Rising Stars Apprentice Graduation and Learner Awards.
- Staff vacancies and promotion opportunities will be submitted onto email and/or website
- Promote and celebrate the diversity of staff with staff featured on gallery boards displayed in Reception.
- Engage with local external community partners
- Provide an annual update to staff, Trustees and Directors
- Ensure training and awareness is featured at the start of employment and refreshed as appropriate e.g. understanding the 9 protected characteristics and Equality & Diversity in Teaching and Learning.

3. WBTC as an Educational Provider



Award winners at the WBTC Rising Stars Awards April 2016

WBTC offers a wide range of vocational programmes in Apprenticeship, Great Start Traineeship and ESF provision. The company continues to provide good provision both internally and externally building new and worthwhile relationships across the community.

Overall success rates demonstrate an improving picture with an anticipated overall achievement rate of 85%.

Gender

For 2015/16, 75% of our learners at WBTC are female. This is influenced by large sectors of care and business administration.

Participation Rates

Participation rates for learners with a disability were 8.3% which is slightly below the national rate of 8.6%. Participation rates for learners from an ethnic group were 41.2% which is well over the national rate of 10% due to our subcontractor delivering within Central London with the care sector.

Age:

Qualification achievement rates by age has seen an improvement with 16-18 year olds achievement rate rising to 82.53%. 19+ continue to perform well above national rates.

Ethnicity:

Learners from an ethnic minority group continue to achieve at a higher rate than white British learners. However, specific actions to target white males have seen the gap narrow from 12% to less than 7%. WBTC has consistently performed well and achievement rates for learners in ethnic minority groups are outstanding.

Learning difficulty or disability:

Extra support for disabled learners has had a positive impact with outcomes increasing from 80.49% to 84.21%. However, the gap between disabled and non-disabled learners has increased by 2.5%.

WBTC has improved timely success rates in line with those who have not disclosed a learning difficulty or disability.

To eliminate discrimination, harassment and victimisation, WBTC has a number of policies and procedures which are unpacked during induction:-

- Learner handbook
- E-learning policy
- Learner charter
- Complaints procedure
- Bullying and harassment
- Disciplinary
- Young person's safeguarding information



Staff, learners and employers on a WBTC Isle of Wight sailing trip 2016

Complaints

There was a reduction in the number of complaints received in this year, both of which were resolved. There was 1 complaint from a member of the public which was resolved and 1 complaint from an employer which was also resolved.

WBTC Activities

To advance equality of opportunity and foster good relations between those learners who share a relevant protected characteristic and those who don't, WBTC has undertaken a number of activities:

- Learners' Celebrations
- Ensure that WBTC's commitment is promoted in our Induction handbook
- Learner Residential Events
- Added value classes
- Positive images of 'real' learners are used in campaigns promoting diversity of our offer to learners in a wider remit such as Facebook and Twitter
- Ensure Equality & Diversity appears on all Agendas
- Teaching and Learning so equality awareness and diversity will be contextualised where relevant during reviews and learning events
- Undertaken additional relevant Equality & Diversity training
- Employers commitment to training awards
- Specialist Teaching staff to support staff understanding of belief of religious beliefs
- Promotion of Fundamental British values

Safeguarding and Prevent Duty

No trend was identified under protected characteristics. One Apprentice learner was identified in this period under our safeguarding policy and appropriate action was taken. No prevent duty learners were identified.

Trustees/Directors of the Board

The Board of Trustees and Directors has remained unchanged. There are two females and five males on the board.

Equality, Diversity & Inclusion Committee

The committee made up of 5 staff members meet at least 4 times a year. In the year they have informed the Quality Improvement Plan in terms of identifying achievement gaps across provision. They have also revised policy and oversees revisions to the new “Ed” card for learners by ensuring it now includes safeguarding and prevent themes.

End.

WBTC paving the way for equality of opportunity in training, education and employment for all.