



**Hereward College**

PROMOTING INDIVIDUAL ACHIEVEMENT



# Equalities Data

## 2024-25



## Our vision, mission, values and behaviours

### Our vision

Each learner's experience at Hereward College will prepare them for the next stage of their life, with outstanding employability skills and much greater control over their own future. Their growing independence and well-being will enable their talents to shine.

### Our mission

Hereward helps learners to make progress and realise their potential and ambitions. The creativity and skills of staff, working in partnership with the community and employers ensure learners develop skills for life and work, achieve appropriate qualifications and develop safe and healthy lifestyles that prepare them for the future.

### Our values and behaviours

#### RESPECT

**We believe that we should treat each other with respect, consideration and fairness**

*We will consider the opinions of others and treat each other fairly*

#### HONESTY

**We believe we should all be open and honest with each other**

*Together we will create a safe and trusting environment where people feel able to share their ideas and opinions and be truthful*

#### ACHIEVEMENT

**We believe that learners' progression is the most important goal for the College to achieve**

*We will use clear shared learning goals and ensure we recognise and celebrate success*

#### INDEPENDENCE

**We believe that learners should be more independent at the end of their time at College**

*We will actively encourage the development of skills which help learners to be more independent and make informed choices*

#### EXCELLENCE

**We believe we should all be focused on continuously improving the quality of what we do to achieve excellent services**

*We welcome and value new ideas that will improve the quality of what we do*

## Introduction

The College has implemented a set of equality, diversity and inclusion (EDI) objectives, which are reviewed annually. These objectives build on the work of previous years to ensure services and provision allow learners and staff to learn, live and work in an inclusive and fulfilling environment. This work is on-going and the College will continue to be vigilant to the needs of all its users and strive to improve experiences. Progress against the objectives is monitored by Governors, senior leaders and the EDI Steering Group using measures against the objectives.

### Equality, Diversity and Inclusion Objectives

#### Objective 1

Create a safe, honest and open environment that enables us all to live, work and learn together whilst challenging each other's understanding of equality, diversity and inclusion

#### Objective 2

Ensure every learner has the opportunity to meet their optimum level of success

#### Objective 3

Support learners to develop their skills and confidence to create an inclusive community

#### Objective 4

Support all staff so that they have the relevant skills and understanding with which to promote an inclusive College environment and deliver the EDI plan

#### Objective 5

Promote an improved understanding of disability within the local community

#### Objective 6

Celebrate all types of diversity including all learners, staff and other stakeholders

## Equality Information – Learners

The data for learners has been split between College-based and Hereward Training. These represent very different cohorts and provision for the College. College-based provision is for learners with special educational needs and disabilities (SEND) while Hereward Training provides distance learning courses, predominantly in health and social care related qualifications. The gender imbalance in Hereward Training reflects the profile of the social care sector workforce. There was a slight decrease in College-based, male learners from 70% in 2019/20 to 69% in 2023/24 and 66% in 2024/25.

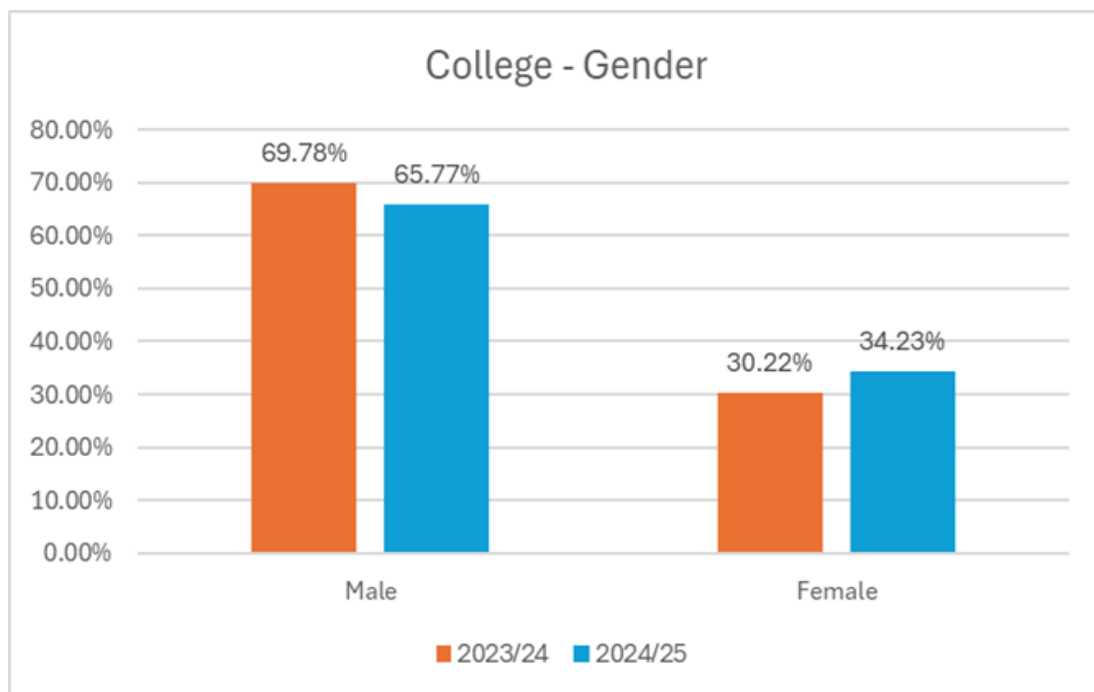
## Learner Profile by Gender and Ethnicity in 2024/25

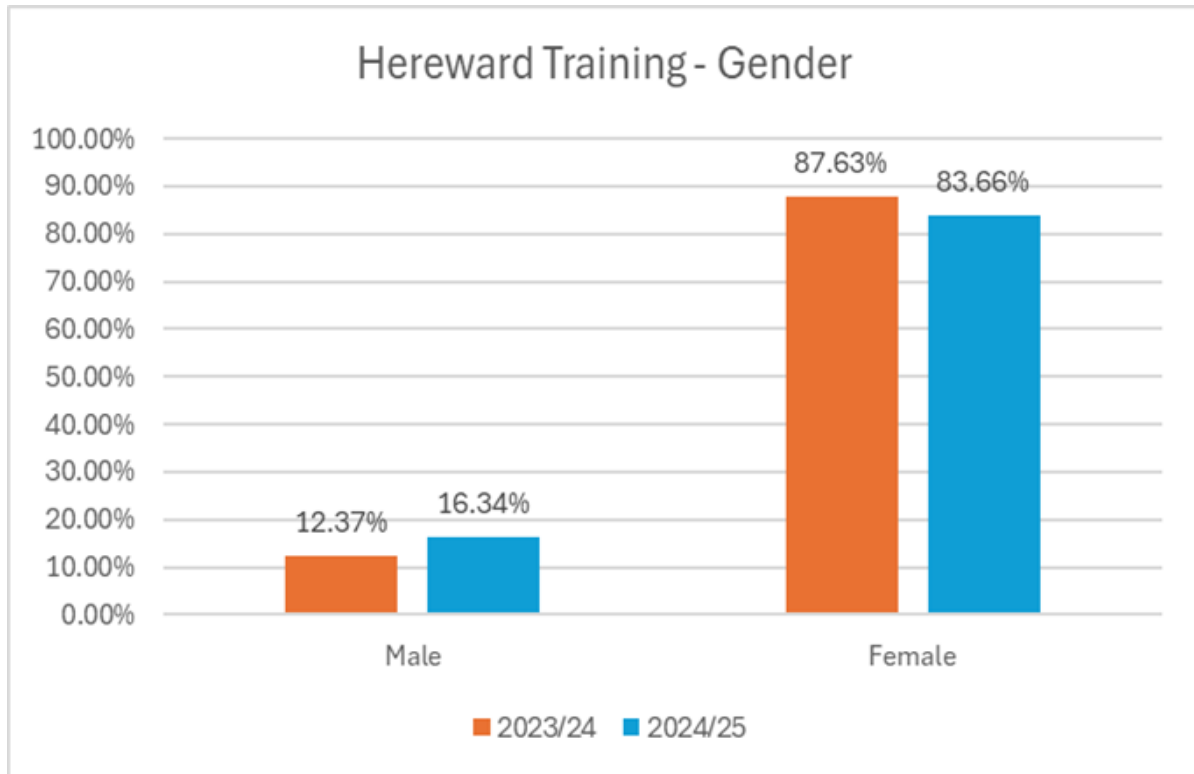
Analysis is based on the following learner cohorts:

College based learners – 336

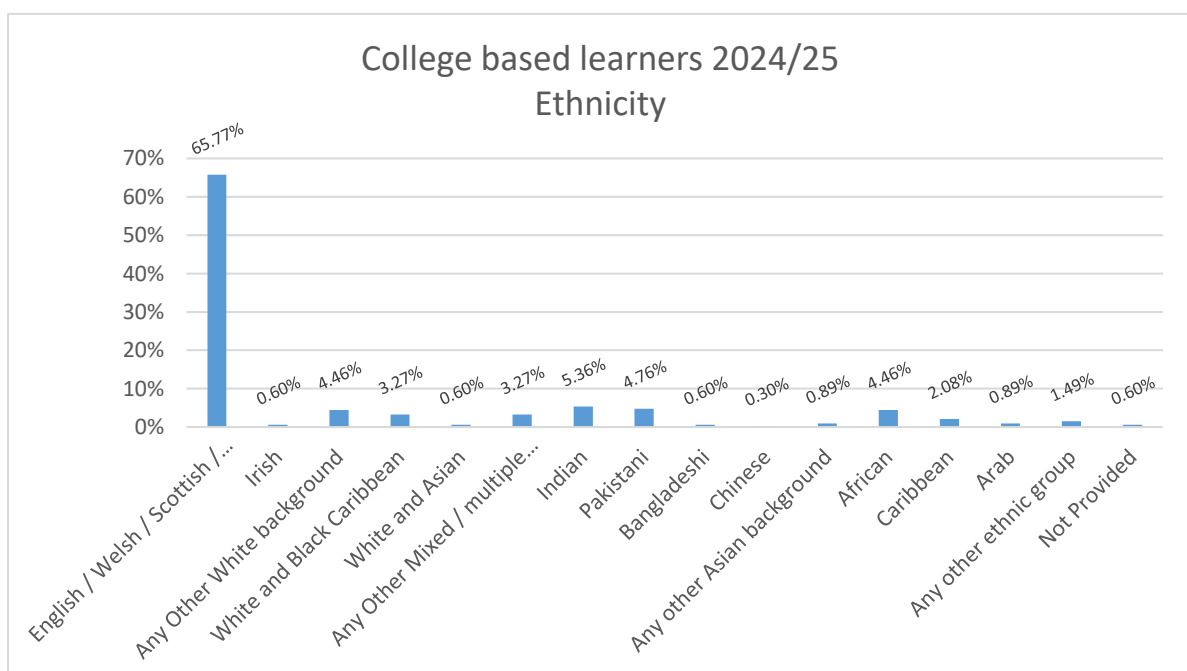
Hereward Training provision – 857

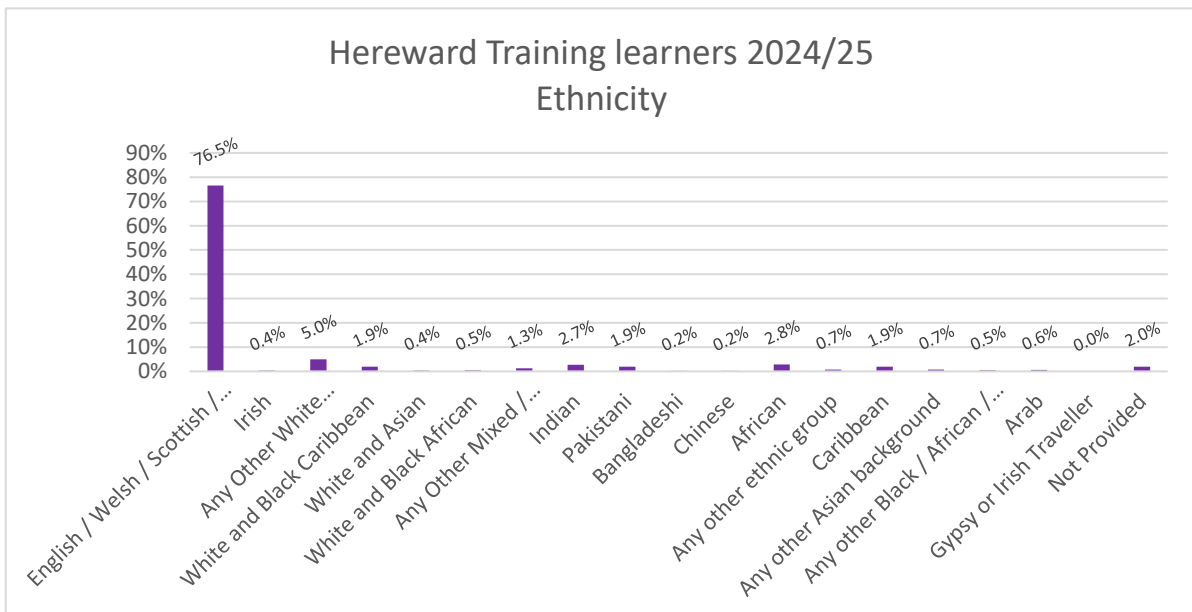
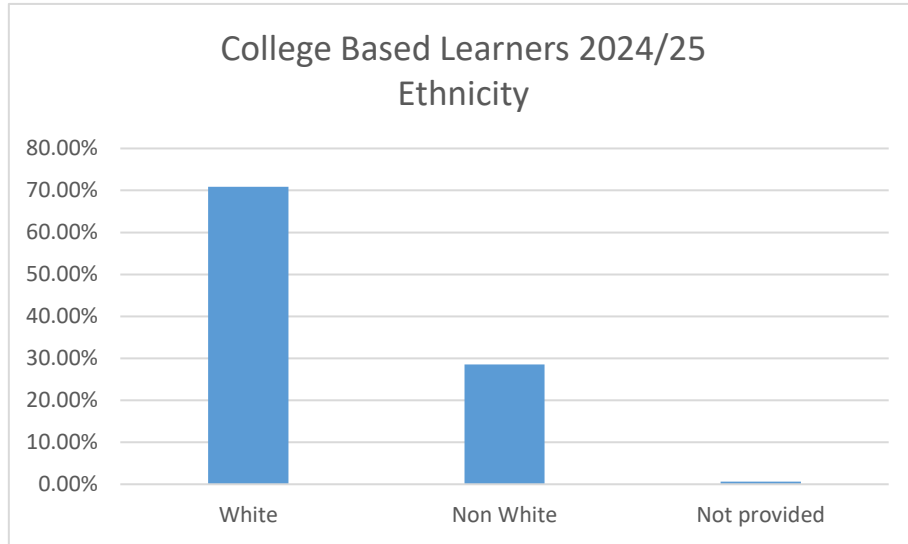
### Gender

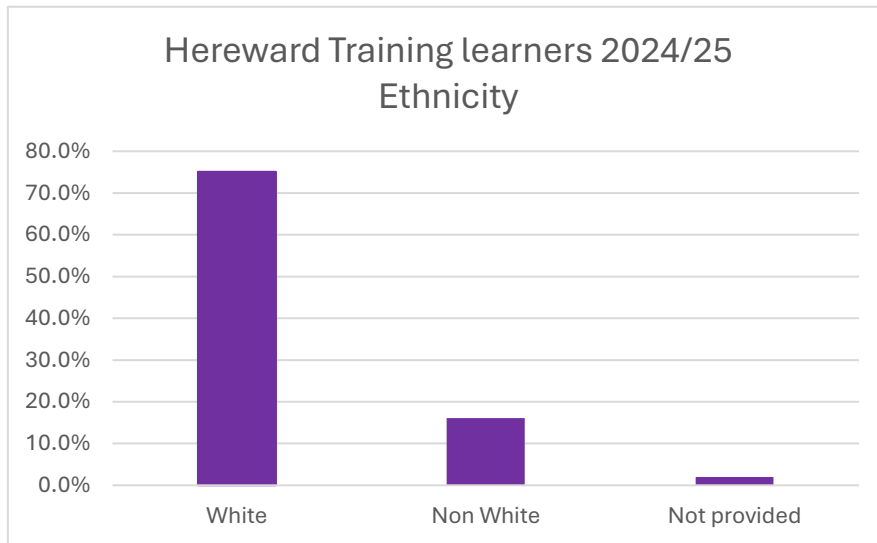




## Ethnicity

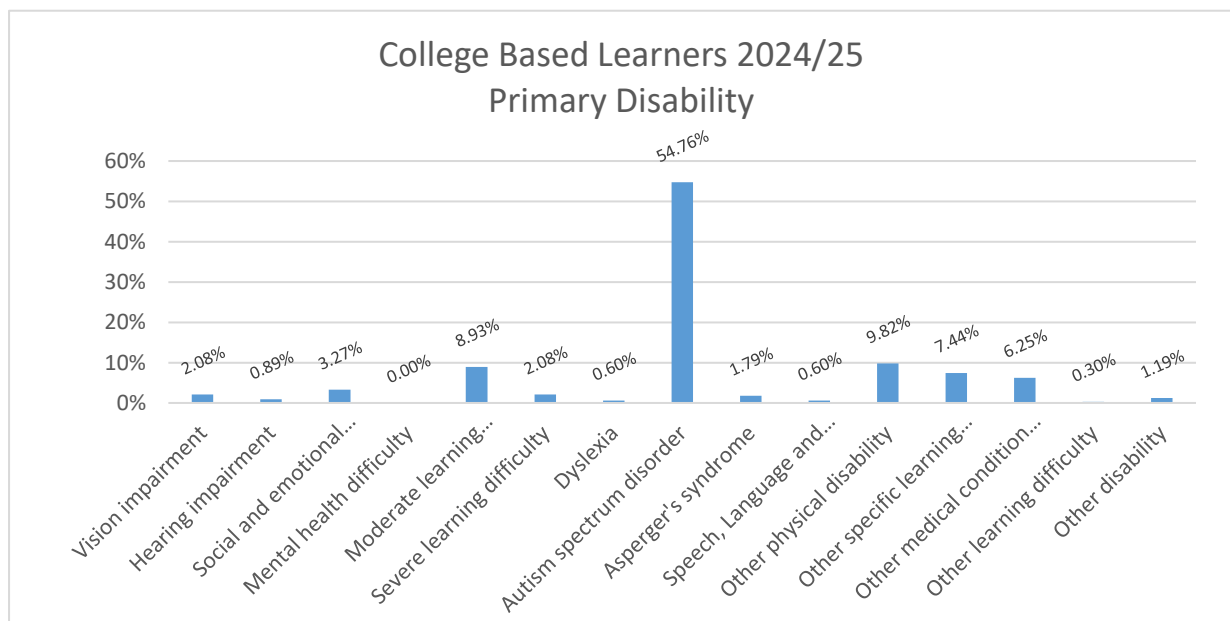


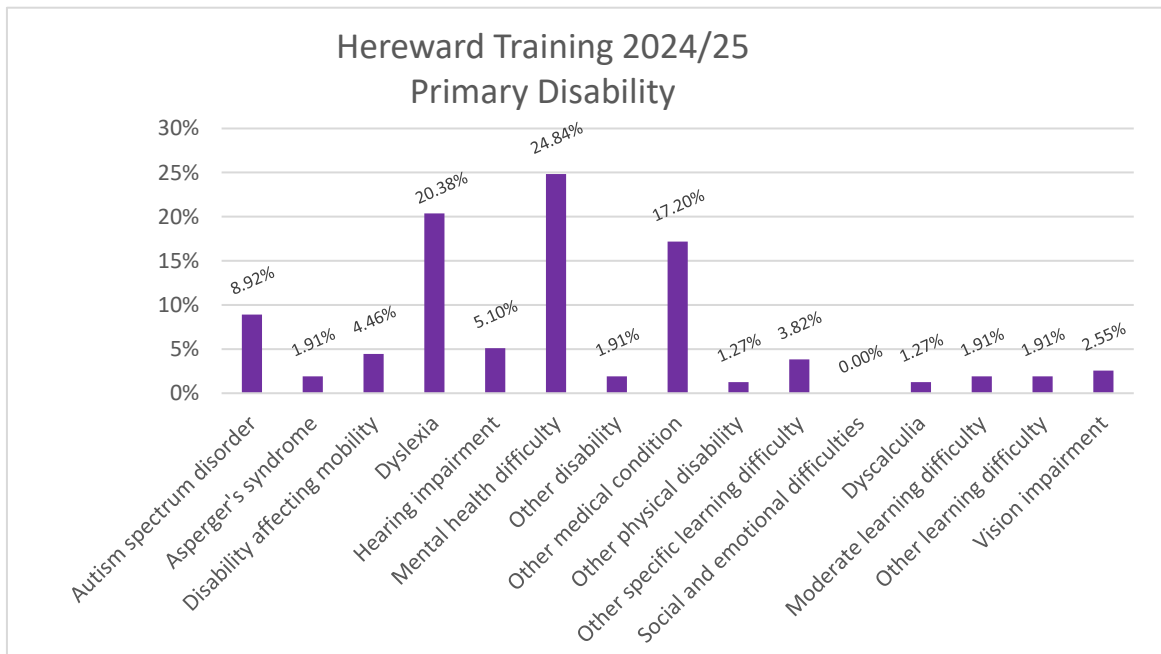
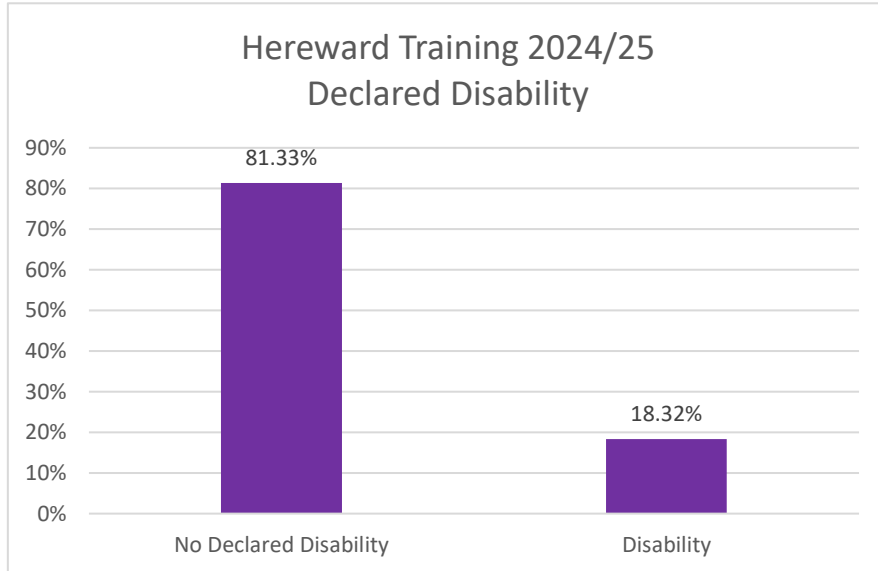




## Learner Profile by Disability in 2024/25

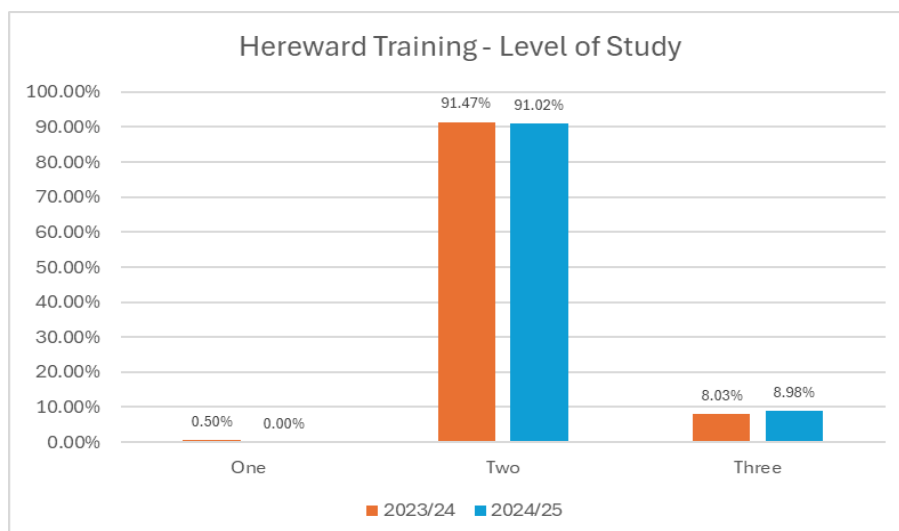
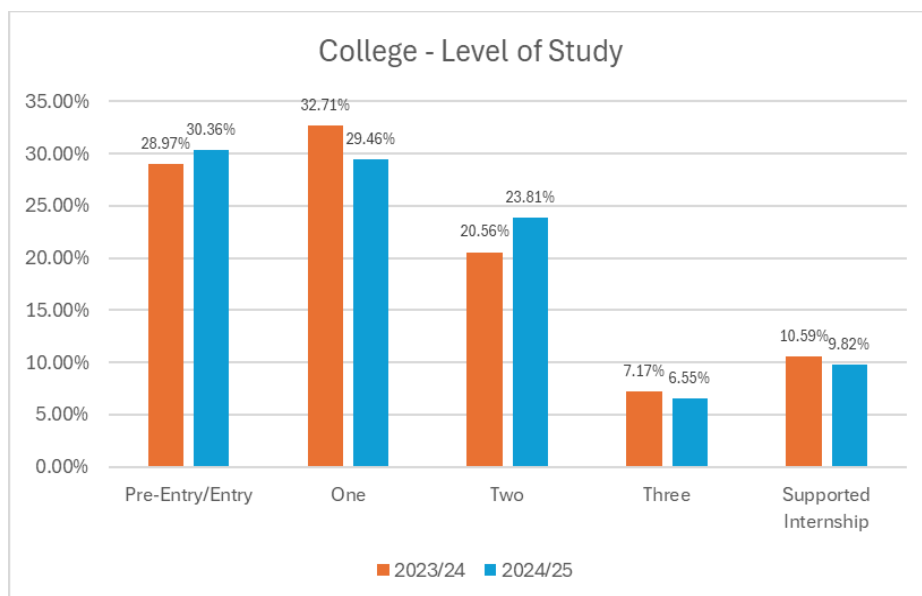
As would be expected for the College, our learners have a wide range of disabilities, with all College-based learners declaring a disability and/or learning difficulty. In recent years there has been an increase in the number of learners with Autistic Spectrum Condition and Asperger’s, which now represents over 56% of the College-based learner cohort, an increase of 1 percentage point, compared to last year. Almost 82% of Hereward Training learners do not declare a disability or learning difficulty with a significant number of those who do, identifying mental health difficulty, Dyslexia or other medical condition as a primary disability.





## Learner Profile by Academic Level in 2024/25

The analysis of learners by level illustrates that the percentage of College based learners studying at level 2 has increased. In 2023/24, 20.56% of learners studied at Level 2, with 23.81% in 2024/25, an increase of over 3 percentage points. Those at Pre Entry and Entry Level have also increased this year, by over 1 percentage point. The main decrease, over 3 percentage points, has been in learners studying at Level 1. The percentage of learners on a Supported Internship or studying at Level 3 remains broadly in line with the previous year. The percentage of Hereward Training learners studying at Level 3, rose by 4 percentage points last year, and has increased slightly, from 8.03% in 2023/24 to 8.98% in 2024/25.



## Equality Information – Employees and Governors

Analysis of current staff and Governors at Hereward College

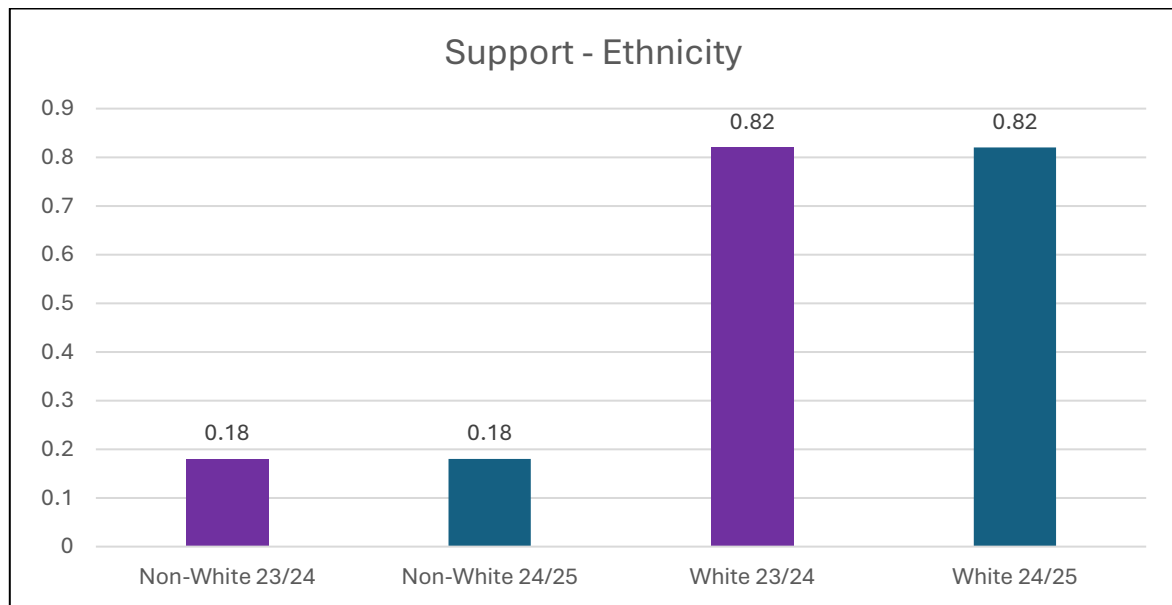
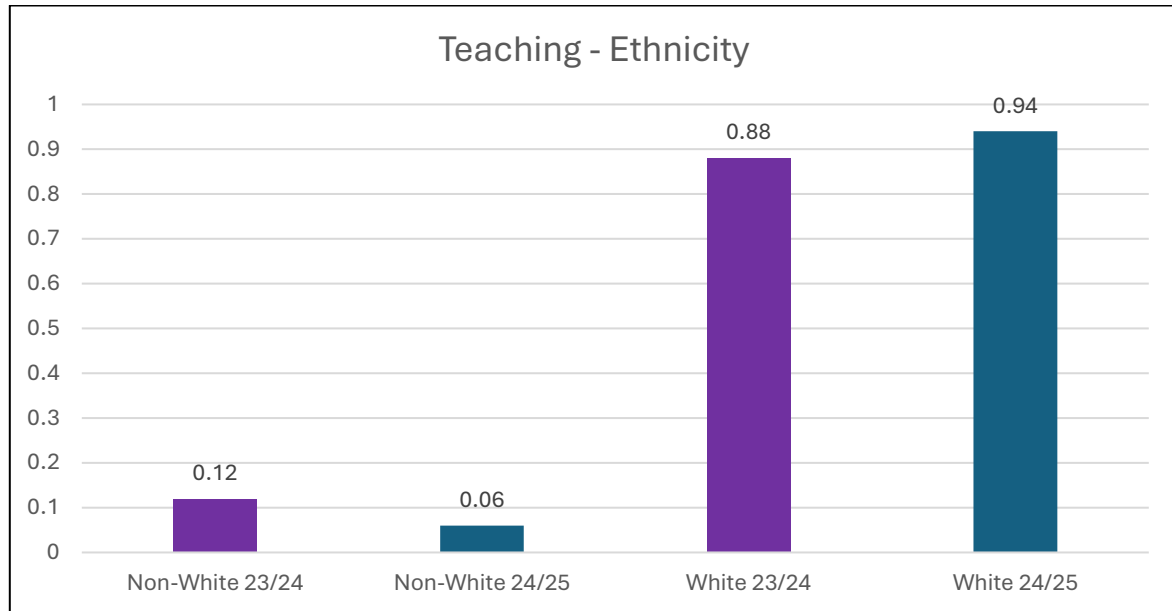
The College employed 269 staff at the end of 2024/2025. There were 9 members of the Corporation in 2024/25, excluding the student governor.

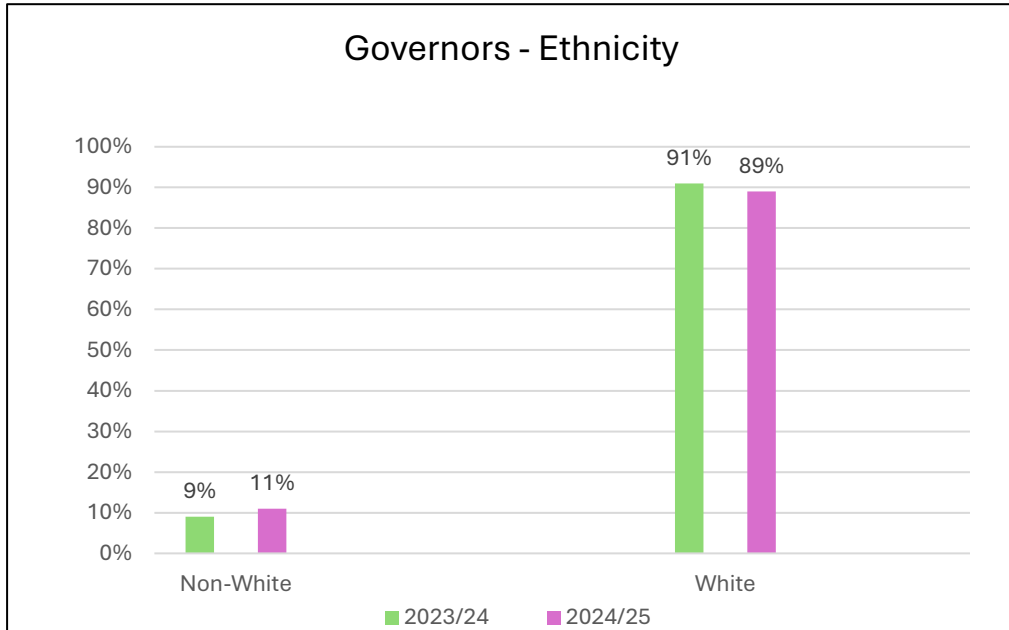
### Ethnicity

227 members of staff (84%, compared to 88% in 2023/24) and 89% of Governors are of white ethnicity, compared with 65.5% of the Coventry population (2021 Census) and 81.7% of England. Coventry is a diverse city, but this is not reflected in the ethnicity of the workforce at Hereward.

<b>Ethnic Group</b>	<b>Hereward Staff (2024-25)</b>		<b>Coventry (2021)</b>	<b>England (2021)</b>	<b>Hereward College based Learners (2024-25)</b>
<b>People of White Ethnicity</b>	227	84%	65.5%	81.7%	70.8%
<b>People of Asian/Asian British Ethnicity</b>	13	4.9%	18.5%	9.3%	12.5%
<b>People of Black/Black British Ethnicity</b>	19	7%	8.9%	4%	6.5%
<b>Mixed – White/Black Caribbean</b>	6	2.2%	3.4%	2.9%	3.3%
<b>Other</b>	4	1.9%	3.7%	2.1%	6.9%

Of the 42 members of staff who are from a non-white background, 3 are from teaching, 1 from management, 4 from the Job Coach team, 27 ILS Pathway, 1 ILS Residential with the remaining 6 from learner support.





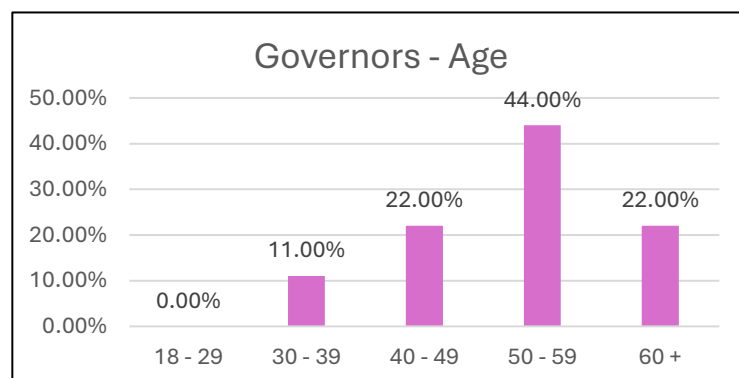
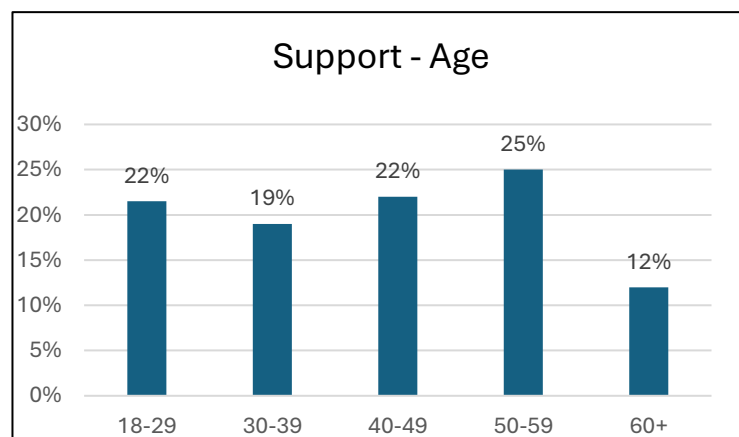
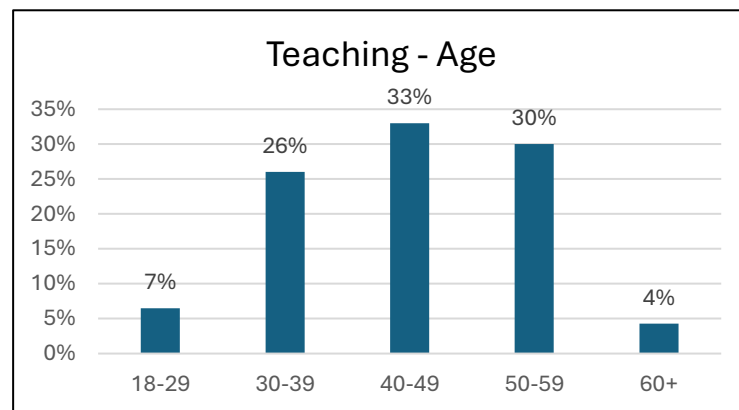
## Age

The UK has an ageing population and workforce; the UK employment rate of people aged 50 to 64 years has increased by 0.7 percentage points to 71.6%.

(<https://www.gov.uk/government/statistics/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-september-2025>)

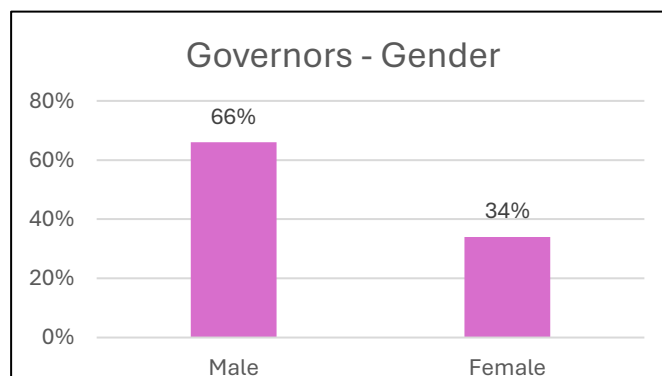
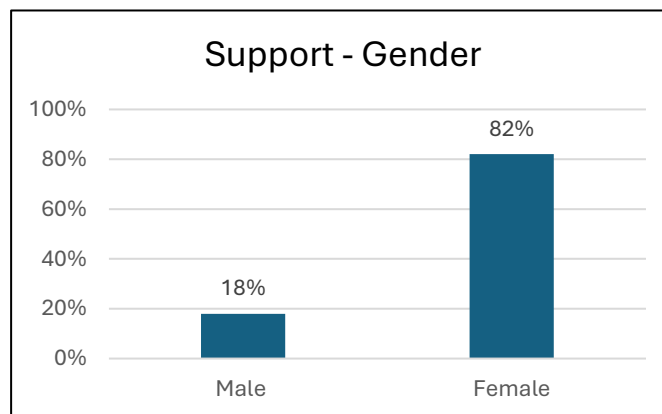
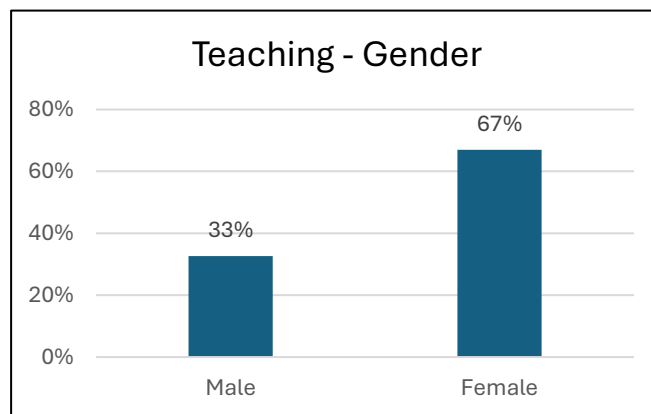
The average age of the College workforce is 44 and 61% are aged 40+, 99 staff are aged over 50, inclusive of 29 aged over 60.

A breakdown of age for teaching staff and support staff is given below.



## Gender

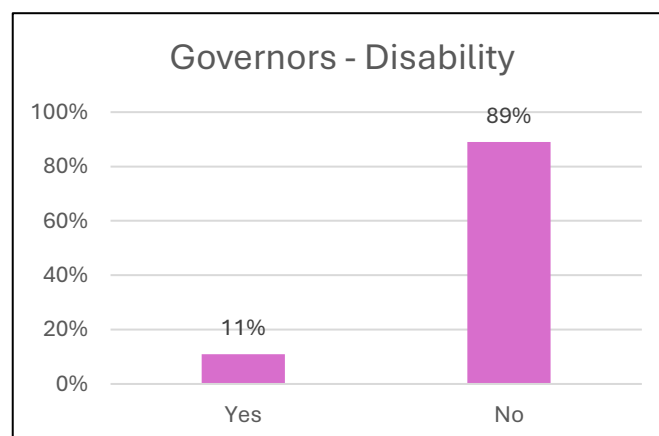
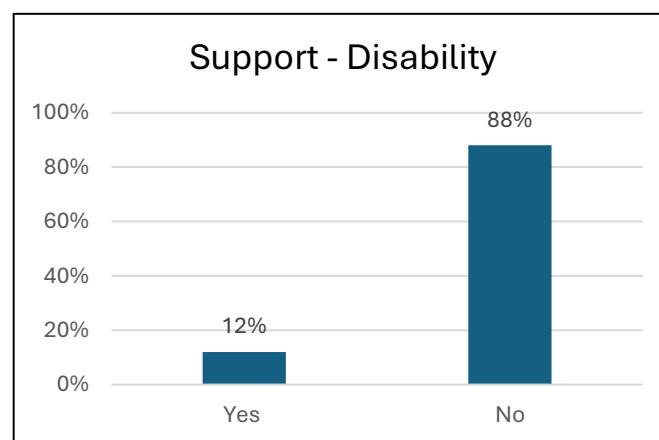
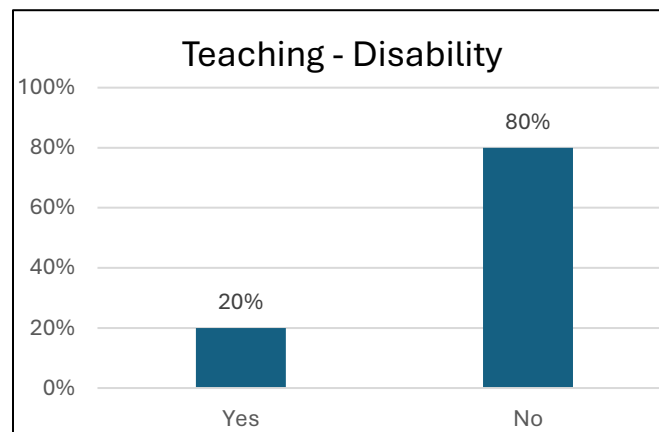
The gender profile of the College continues to show a sizeable majority of female employees, in contrast to the population of Coventry where 50.1% identify as female. The gender profile has remained relatively unchanged at Hereward, with 80% of staff being female. Whilst staff working in FE generally are predominantly female, the proportion at Hereward is higher. This can be attributed, in part, to the care roles in the College.



## Disability

13% of staff have declared a disability. 1 in 5 people in the UK have a disability, with the number remaining relatively constant over time.

The prevalence of disability rises with age, so it can be expected that with an ageing workforce, the number of staff reporting a disability will increase over time.



## Turnover

In 2024/25 voluntary turnover was 12.55% against a target of 15%. There were 34 leavers during the year. An analysis of leavers shows;

- 18% were male, 82% female
- 85% were from a White background
- 12% had a disability
- 9 were employed for less than one year, 10 for 1-2 years, 4 for 3-5 years, 4 for 6 – 10 years and 7 for more than 11 years