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# EQUALITY AND DIVERSITY ANNUAL REPORT 2022/23



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## Our Commitment to Equality

### Our purpose

Delivering excellent technical and professional skills to enhance the prosperity of our people and communities.

Lakes College has embraced The public sector duty within the Equality Act 2010 and is fully committed to eliminate discrimination, directly or indirectly, against employees and potential employees, learners and potential learners and any other stakeholders of the college who have any of the protected characteristics, which are: age, disability, gender reassignment, marriage and civil partnerships (not applicable to students), pregnancy and maternity, race, religion and religious belief, sex and sexual orientation.

### Our values

The College's framework of robust policies and procedures support the delivery of this strategy and are underpinned by British and Lakes College values of **Ready Respectful Potential**. Embracing and advancing equality, diversity and inclusion (EDI) are central to delivering the college's values, ensuring that we meet the needs of our diverse community. This ethos is not just limited to Lakes College campus; we are proud of the leading role we take to promote EDI in our local community and through national partnership activity, and we will continue to fulfil our responsibility with enthusiasm.

Lakes College continues with its commitment to supporting skills development for the community of West Cumbria, contributing to economic growth, success and prosperity. An increasing focus on the key priorities of apprenticeships, core employability skills and equipping the disadvantaged to secure employment drives college priorities over the period of this strategy. We are looking to ensure choice is available to all our stakeholders to limit barriers and promote opportunity.

Our equality, diversity and inclusion approaches go beyond meeting our statutory duties; we strive to eliminate discrimination, advance equality of opportunity and foster good relations, are responsive to our environment, promote emotional wellbeing and champion social mobility to develop a range of skills as they get ready for the working world and other opportunities in the future.

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At Lakes College, commitment to equality, diversity and inclusion is demonstrated by:

- A visible senior leader with responsibility for equality, diversity and inclusion
- Strategies, policies and working practices to inform all members of the college' community about the importance of equality, diversity and inclusion
- Equality objectives which are values driven, relevant to our communities and meet our general equality duty
- A planned approach to identifying and closing equality gaps for students and staff
- Enable our employee engagement forums and learner 'changemaker' committee to influence change

Listening to the voices of staff and students, involving them with campaigns, forums and networks in the college and across West Cumbria to develop meaningful equality and diversity initiatives

## **Our aims**

### **Aim 1: Realise Potential**

Become a leading organisation in EDI practice by securing appropriate quality charter marks.  
Create an inclusive environment that fosters good relationships and trust.  
Lead and develop an integrated approach to embed EDI in college practice.  
Ensuring retention and attainment gaps are identified and addressed to maximise progression .

### **Aim 2: Champion Accessibility**

Striving to adhere to government accessibility guidelines in all our published, digital, and teaching, learning and assessment materials.  
Improving the way, we identify and meet additional support needs for all stakeholders.  
Raising awareness of the impact of hidden disabilities on participation and inclusion in college.  
Addressing the barriers that building users' experience.



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### **Aim 3: Voice and Influence**

Working with the wider student and staff body to increase engagement, influence and co-production in our equality, diversity, and inclusion activity.

Developing the knowledge, confidence, and awareness of EDI through professional development, employee and learner forums.

Coordinating campaigns and activities for learners and staff to plan, co-produce and lead activities which challenge non-inclusive behaviours.

Creating opportunities for staff to engage with local communities and networks, to share best practice and build links with external groups.

### **Aim 4: Celebrate Diversity**

Celebrating the differences between members of the college community with actions, words and images, drawing on diversity in its broadest sense.

Improving the diversity of the workforce to better reflect the profile of our students and addressing underrepresentation of protected groups.

Reviewing college policies and practices for learners and staff to ensure they are inclusive in both language and impact.

Recognise and reward those who actively embrace and lead good practice in EDI.

### **Aim 5: Challenge discrimination**

Challenging stereotyping and working practices which may reinforce systemic disadvantage, including gender stereotyping.

Providing opportunities for staff and students to develop the skills, knowledge and confidence to challenge behaviours which are oppressive, disrespectful, intimidating or bullying through restorative approaches.

Create a safe and respectful learning and working environment for all members of the college community, free from physical risks, bullying or harassment.

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## **Aim 6: Promote wellbeing**

Providing access for staff and learners to activities and opportunities to support their mental health and emotional wellbeing, including community engagement, social action and promoting a healthy lifestyle.

Creating a culture of safe disclosure around mental wellbeing and encourage a life-work balance.

Recognising that risk or vulnerability of learners and staff may be heightened due to protected characteristics.

Developing relationships with multi-faith organisations to meet the needs of a diverse student and staff.

## **Our Key Achievements in 2022/23**

### **Aim 1: Realise Potential**

We continue to maintain our Disability Confident Employer Status and secured our Matrix standard re-accreditation.

We have created an inclusive environment for staff and learners with an active staff voice now established and contributing to college improvement plans.

21% of our staff establishment have gained progression in their work with the college over the past fifteen years.

Investment in development of Lakes College Changemaker learner representatives who are now established with regular meetings and bootcamp support with events.

A HE Student Forum now well established and operating.

Two student governors active at board meetings, influential informing the college strategic plan and part of a student board which operated throughout the year.

Supported internship programme established to support transition to employment.

Duke of Edinburgh Awards programme established to support personal development, potential and confidence.

### **Aim 2: Champion Accessibility**

Website, My Lakes app and Virtual learning Environment follow accessibility guidelines.

Partnership work with the local authority and Inspira to improve (EHCP) Educational Health Care Plan review process and transition to college.

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Learning Support Ladder of SEND needs developed and staff CPD professional development framework delivered.

College campus accessible for all users and individualised plans developed where needed.

Foundation learning hub developed to provide quiet space for vulnerable learners.

Prayer and contemplation room available for learner, staff and visitor use.

Individualised Initial Advice and Guidance sessions, additional support and tours offered as required.

Taster sessions offered to support transition to college.

Supported internship programme developed in partnership with local stakeholders and employers.

New 'at risk' of NEET (Not in Employment, Education or Training) developed and delivered to 22 learners.

*"The best thing about Lakes College is the accessibility and how inclusive it is. You are treated like an equal and get access to all of the support you need. I love my course, my friends and my teachers; it was definitely the right choice for me."*

Rosie Kirkwood

### **Aim 3: Voice and Influence**

Changemakers, student governors and employee forum active and feed into college life with strong EDI voice.

Enrichment and Engagement Co-Ordinator established and leading on enrichment activity with guest speakers and key stakeholders.

Loudspeaker delivered inspirational workshops designed to help young people build on life skills, such as public speaking, confidence and resilience in preparation for their next steps.

LGBTQ+ group established and working with Always Another Way to develop voice and influence.

### **Aim 4: Celebrate Diversity**

British Values positively promoted via Personal Development Programme.

Guest speakers promote diversity to learners and staff.



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Partnership with Revered Dom de Mattos and Muslim Learner Services delivers workshops to learners and staff.

Regular Boccia session held in sports facilities supported by staff and student body.

Internal and external promotional campaigns.

Increasingly diverse workforce adds value to our offer and culture.

*95% of staff report that equality of opportunity is embedded into the culture of the college.*

York staff survey ranked 2<sup>nd</sup> of 39 colleges.

#### **Aim 5: Challenge discrimination.**

Staff training and resources to raise awareness of unconscious bias.

Equality and Diversity Training delivered to all staff.

Personal Development programme includes diversity and cultural awareness themes to challenge thinking.

Low level concern policy introduced, and staff briefed.

Pivotal Patrol introduced to support positive behaviour management across the college campus.

Unacceptable conduct and behaviours challenged.

97% of study programme, 98% of T-Level learners, 100% of apprentices, Higher Education and Adult learners feel safe.

88% of parents consider that we deal with bullying effectively.

#### **Aim 6: Promote wellbeing.**

Discounted sports facilities available for learners and for staff.

College counsellor service accessible for learners, with 168 learners taking up the offer in 2022-23.

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Counselling, physiotherapy, flu jab and eyesight test available for staff access.

Family friendly policies including flexible working, parental and adoption leave support staff needs.

Staff social group now active.

All staff have access to flexible working opportunities.

*85% of staff report that leaders and managers are considerate of my health and wellbeing.*

York staff survey ranked 6<sup>th</sup> of 42 colleges.

### **Our Local Context**

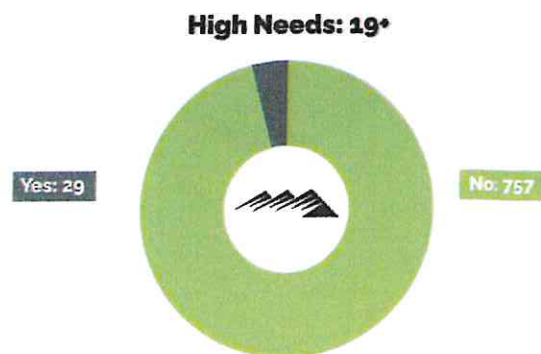
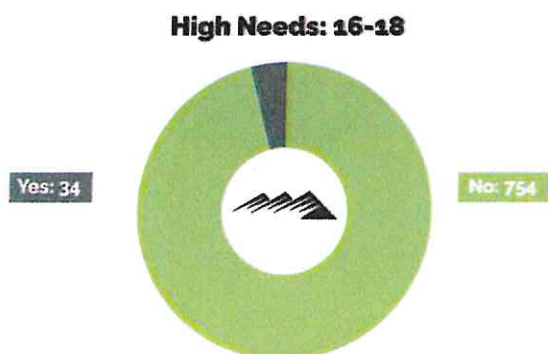
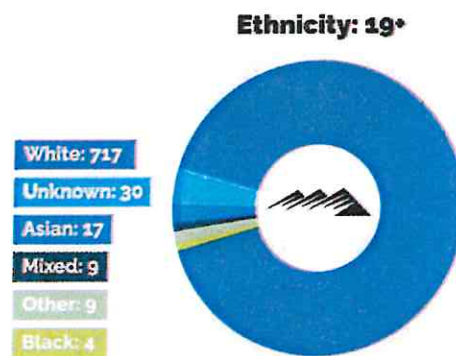
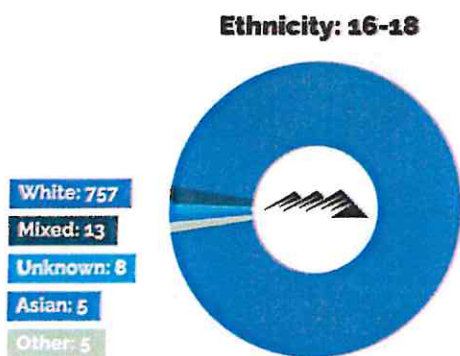
18.5% of children in Allerdale and 16.8% in Copeland live in relatively low-income families. While this is below the national average (19.1%), there are some wards in the district where levels of child poverty are much higher than the national average. 10 communities within our catchment fall within the 10% most deprived areas in England. The achievement rates for learners of all ages are currently below national rates, and there are emerging gaps in outcomes by gender or ethnicity at college level. Closer analysis shows underachievement by gender on some regulated qualifications, and BAME students slightly outperform white British students, overall but with some difference in achievement rates within BAME groups, albeit small numbers.

Students with learning difficulties do not perform as well as their peers, reflecting the focus of improvement required for teaching, learning and support.



## Our Student Profile

### 16-18 and Adults

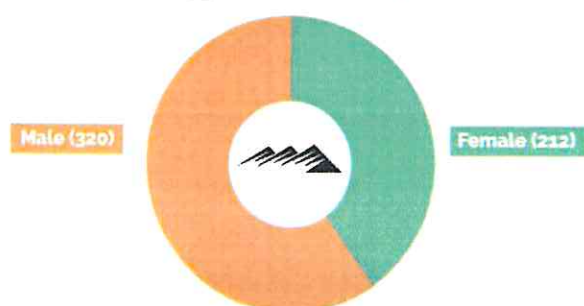


### Free School Meals

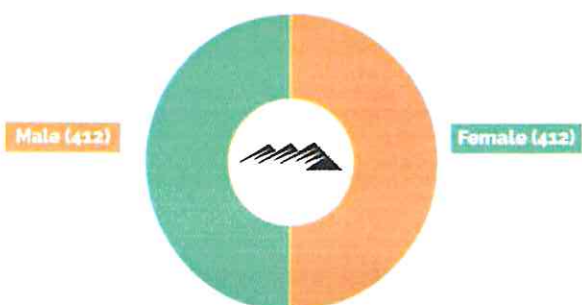


## Apprentices

### Apprentices: 16-18



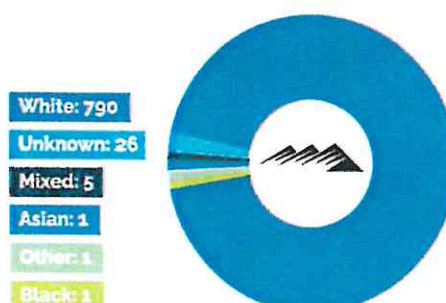
### Apprentices: 19+



### Ethnicity: 16-18



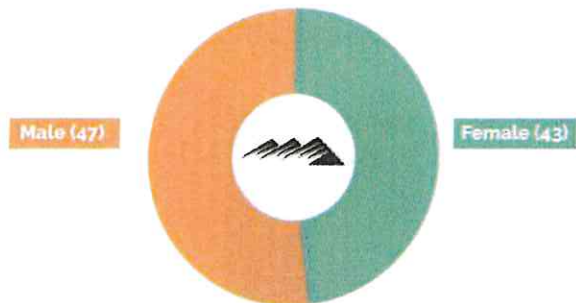
### Ethnicity: 19+



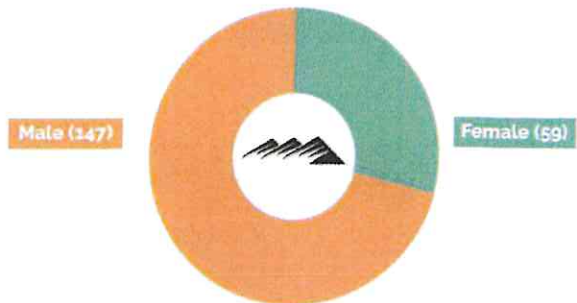
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## Higher Education

**Higher Education: 16-18**



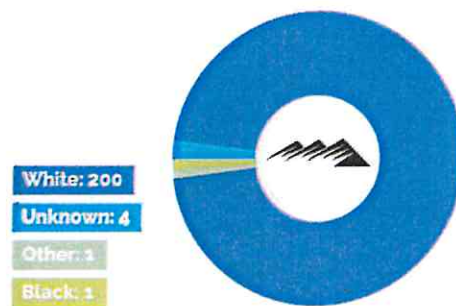
**Higher Education: 19+**



**Ethnicity: 16-18**



**Ethnicity: 19+**





## Learner Equality Data

### 16-18 Achievement Rates

Achievement increased for both males and females, but achievement gap increased to 5.2% from 0.7%

| Provision Type | Gender | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|--------|-------------------|-----------------|-----------------|-----------------|-----------------|
| 16-18          | All    | Leavers           | 1,544           | 1,434           | 1,312           | 1,368           |
|                |        | Continuers        | 0               | 0               | 0               | 8               |
|                |        | Completers        | 1,472           | 1,354           | 1,149           | 1,224           |
|                |        | Achievers         | 1,206           | 1,233           | 1,042           | 1,144           |
|                |        | Retention Rate    | 95.3            | 94.4            | 87.6            | 89.6            |
|                |        | Overall Pass Rate | 81.9            | 91.1            | 90.7            | 93.5            |
|                |        | Overall Ach Rate  | 78.1            | 86.0            | 79.4            | 83.7            |
|                | Female | Leavers           | 625             | 555             | 505             | 559             |
|                |        | Continuers        | 0               | 0               | 0               | 8               |
|                |        | Completers        | 590             | 536             | 440             | 486             |
|                |        | Achievers         | 506             | 499             | 399             | 451             |
|                |        | Retention Rate    | 94.4            | 96.6            | 87.1            | 88.9            |
|                |        | Overall Pass Rate | 85.8            | 93.1            | 90.7            | 92.8            |
|                |        | Overall Ach Rate  | 81.0            | 89.9            | 79.0            | 80.7            |
|                | Male   | Leavers           | 919             | 879             | 807             | 807             |
|                |        | Continuers        | 0               | 0               | 0               | 0               |
|                |        | Completers        | 862             | 818             | 709             | 738             |
|                |        | Achievers         | 700             | 734             | 643             | 693             |
|                |        | Retention Rate    | 96.0            | 93.1            | 87.9            | 91.4            |
|                |        | Overall Pass Rate | 79.4            | 89.7            | 90.7            | 93.9            |
|                |        | Overall Ach Rate  | 76.2            | 83.5            | 79.7            | 85.9            |

Achievement rates increased for learners from disadvantaged and non-disadvantaged areas, increased, however a 2.8% achievement gap remains; very marginally increased from the 2.7% achievement gap in the previous year.

| Provision Type | Disadvantaged<br>Uplift | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|-------------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| 16-18          | All                     | Leavers           | 1,544           | 1,434           | 1,312           | 1,368           |
|                |                         | Continuers        | 0               | 0               | 0               | 8               |
|                |                         | Completers        | 1,472           | 1,354           | 1,149           | 1,224           |
|                |                         | Achievers         | 1,206           | 1,233           | 1,042           | 1,144           |
|                |                         | Retention Rate    | 95.3            | 94.4            | 87.6            | 89.6            |
|                |                         | Overall Pass Rate | 81.9            | 91.1            | 90.7            | 93.5            |

|    |                   |      |      |      |      |
|----|-------------------|------|------|------|------|
| No | Overall Ach Rate  | 78.1 | 86.0 | 79.4 | 83.7 |
|    | Leavers           | 806  | 740  | 641  | 674  |
|    | Continuers        | 0    | 0    | 0    | 4    |
|    | Completers        | 772  | 693  | 564  | 612  |
|    | Achievers         | 645  | 632  | 518  | 574  |
|    | Retention Rate    | 95.8 | 93.6 | 88.0 | 90.8 |
|    | Overall Pass Rate | 83.5 | 91.2 | 91.8 | 93.8 |
|    | Overall Ach Rate  | 80.0 | 85.4 | 80.8 | 85.2 |
|    | Leavers           | 738  | 694  | 671  | 692  |
|    | Continuers        | 0    | 0    | 0    | 4    |
|    | Completers        | 700  | 661  | 585  | 612  |
|    | Achievers         | 561  | 601  | 524  | 570  |
|    | Retention Rate    | 94.9 | 95.2 | 87.2 | 88.4 |
|    | Overall Pass Rate | 80.1 | 90.9 | 89.6 | 93.1 |
|    | Overall Ach Rate  | 76.0 | 86.6 | 78.1 | 82.4 |

Achievement gaps for learners entitled to free school meals have increased from 4.8% to 8%. Note this includes some 19+ learners.

| Provision Type | Free Meals | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| All            | All        | Leavers           | 3,092           | 2,851           | 2,259           | 2,473           |
|                |            | Continuers        | 0               | 0               | 0               | 72              |
|                |            | Completers        | 2,908           | 2,642           | 1,929           | 2,199           |
|                |            | Achievers         | 2,612           | 2,482           | 1,798           | 2,048           |
|                |            | Retention Rate    | 94.0            | 92.7            | 85.4            | 88.9            |
|                |            | Overall Pass Rate | 89.8            | 93.9            | 93.2            | 93.1            |
|                |            | Overall Ach Rate  | 84.5            | 87.1            | 79.6            | 82.8            |
|                | No         | Leavers           | 2,805           | 2,528           | 1,936           | 2,110           |
|                |            | Continuers        | 0               | 0               | 0               | 69              |
|                |            | Completers        | 2,641           | 2,346           | 1,649           | 1,891           |
|                |            | Achievers         | 2,425           | 2,227           | 1,554           | 1,772           |
|                |            | Retention Rate    | 94.2            | 92.8            | 85.2            | 89.6            |
|                |            | Overall Pass Rate | 91.8            | 94.9            | 94.2            | 93.7            |
|                |            | Overall Ach Rate  | 86.5            | 88.1            | 80.3            | 84.0            |
|                | Yes        | Leavers           | 287             | 323             | 323             | 363             |
|                |            | Continuers        | 0               | 0               | 0               | 3               |
|                |            | Completers        | 267             | 296             | 280             | 308             |
|                |            | Achievers         | 187             | 255             | 244             | 276             |
|                |            | Retention Rate    | 93.0            | 91.6            | 86.7            | 84.8            |
|                |            | Overall Pass Rate | 70.0            | 86.1            | 87.1            | 89.6            |
|                |            | Overall Ach Rate  | 65.2            | 78.9            | 75.5            | 76.0            |

Achievement gaps for self-declared learning difficulty or disability reduced from 13.7% to 6.2%.

| Provision Type | Self-declared LLD | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|-------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| 16-18          | All               | Leavers           | 1,544           | 1,434           | 1,312           | 1,366           |
|                |                   | Continuers        | 0               | 0               | 0               | 8               |
|                |                   | Completers        | 1,472           | 1,354           | 1,149           | 1,224           |
|                |                   | Achievers         | 1,206           | 1,233           | 1,042           | 1,144           |
|                |                   | Retention Rate    | 95.3            | 94.4            | 87.6            | 89.8            |
|                |                   | Overall Pass Rate | 81.9            | 91.1            | 90.7            | 93.5            |
|                |                   | Overall Ach Rate  | 78.1            | 86.0            | 79.4            | 83.7            |
|                | LLD - No          | Leavers           | 970             | 933             | 868             | 914             |
|                |                   | Continuers        | 0               | 0               | 0               | 6               |
|                |                   | Completers        | 911             | 882             | 775             | 825             |
|                |                   | Achievers         | 784             | 819             | 729             | 782             |
|                |                   | Retention Rate    | 93.9            | 94.5            | 89.3            | 90.3            |
|                |                   | Overall Pass Rate | 86.1            | 92.9            | 94.1            | 94.8            |
|                |                   | Overall Ach Rate  | 80.8            | 87.8            | 84.0            | 85.8            |
|                | LLD - Unknown     | Leavers           | 3               | 63              | 47              | 15              |
|                |                   | Continuers        | 0               | 0               | 0               | 0               |
|                |                   | Completers        | 3               | 60              | 38              | 15              |
|                |                   | Achievers         | 3               | 52              | 34              | 15              |
|                |                   | Retention Rate    | 100.0           | 95.2            | 80.9            | 100.0           |
|                |                   | Overall Pass Rate | 100.0           | 86.7            | 89.5            | 100.0           |
|                |                   | Overall Ach Rate  | 100.0           | 82.5            | 72.3            | 100.0           |
|                | LLD - Yes         | Leavers           | 571             | 438             | 397             | 437             |
|                |                   | Continuers        | 0               | 0               | 0               | 2               |
|                |                   | Completers        | 558             | 412             | 336             | 384             |
|                |                   | Achievers         | 419             | 362             | 279             | 347             |
|                |                   | Retention Rate    | 97.7            | 94.1            | 84.6            | 87.9            |
|                |                   | Overall Pass Rate | 75.1            | 87.9            | 83.0            | 90.4            |
|                |                   | Overall Ach Rate  | 73.4            | 82.6            | 70.3            | 79.4            |



Achievement gaps for high needs learners (all ages) decreased from 7.9% to 1.3%.

| Provision Type | High Needs | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| All            | All        | Leavers           | 3,092           | 2,851           | 2,259           | 2,473           |
|                |            | Continuers        | 0               | 0               | 0               | 72              |
|                |            | Completers        | 2,908           | 2,642           | 1,929           | 2,199           |
|                |            | Achievers         | 2,612           | 2,482           | 1,798           | 2,048           |
|                |            | Retention Rate    | 94.0            | 92.7            | 85.4            | 88.9            |
|                |            | Overall Pass Rate | 89.8            | 93.9            | 93.2            | 93.1            |
|                |            | Overall Ach Rate  | 84.5            | 87.1            | 79.6            | 82.8            |
|                | No         | Leavers           | 2,974           | 2,756           | 2,075           | 2,337           |
|                |            | Continuers        | 0               | 0               | 0               | 72              |
|                |            | Completers        | 2,791           | 2,551           | 1,767           | 2,070           |
|                |            | Achievers         | 2,538           | 2,411           | 1,665           | 1,937           |
|                |            | Retention Rate    | 93.8            | 92.6            | 85.2            | 88.6            |
|                |            | Overall Pass Rate | 90.9            | 94.5            | 94.2            | 93.6            |
|                |            | Overall Ach Rate  | 85.3            | 87.5            | 80.2            | 82.9            |
|                | Yes        | Leavers           | 118             | 95              | 184             | 136             |
|                |            | Continuers        | 0               | 0               | 0               | 0               |
|                |            | Completers        | 117             | 91              | 162             | 129             |
|                |            | Achievers         | 74              | 71              | 133             | 111             |
|                |            | Retention Rate    | 99.2            | 95.8            | 88.0            | 94.9            |
|                |            | Overall Pass Rate | 63.2            | 78.0            | 82.1            | 86.0            |
|                |            | Overall Ach Rate  | 62.7            | 74.7            | 72.3            | 81.6            |

Achievement gaps for learners from ethnic minority students are mixed with very small numbers, overall, the achievement of ethnic minority students are very marginally higher than white students.

| Provision Type | QAR Ethnicity | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|---------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| 16-18          | All           | Leavers           | 1,544           | 1,434           | 1,312           | 1,366           |
|                |               | Continuers        | 0               | 0               | 0               | 8               |
|                |               | Completers        | 1,472           | 1,354           | 1,149           | 1,224           |
|                |               | Achievers         | 1,206           | 1,233           | 1,042           | 1,144           |
|                |               | Retention Rate    | 95.3            | 94.4            | 87.6            | 89.6            |
|                |               | Overall Pass Rate | 81.9            | 91.1            | 90.7            | 93.5            |
|                |               | Overall Ach Rate  | 78.1            | 86.0            | 79.4            | 83.7            |
|                | Asian         | Leavers           | 5               | 3               | 8               | 12              |
|                |               | Continuers        | 0               | 0               | 0               | 0               |
|                |               | Completers        | 5               | 3               | 8               | 9               |

|         |                   |       |       |       |       |
|---------|-------------------|-------|-------|-------|-------|
| Black   | Achievers         | 5     | 3     | 8     | 9     |
|         | Retention Rate    | 100.0 | 100.0 | 100.0 | 75.0  |
|         | Overall Pass Rate | 100.0 | 100.0 | 100.0 | 100.0 |
|         | Overall Ach Rate  | 100.0 | 100.0 | 100.0 | 75.0  |
|         | Leavers           | 2     | 2     | 2     |       |
|         | Continuers        | 0     | 0     | 0     |       |
|         | Completers        | 2     | 2     | 2     |       |
|         | Achievers         | 2     | 2     | 2     |       |
|         | Retention Rate    | 100.0 | 100.0 | 100.0 |       |
|         | Overall Pass Rate | 100.0 | 100.0 | 100.0 |       |
| Mixed   | Overall Ach Rate  | 100.0 | 100.0 | 100.0 |       |
|         | Leavers           | 4     | 8     | 11    | 24    |
|         | Continuers        | 0     | 0     | 0     | 0     |
|         | Completers        | 4     | 8     | 11    | 24    |
|         | Achievers         | 2     | 7     | 11    | 22    |
|         | Retention Rate    | 100.0 | 100.0 | 100.0 | 100.0 |
|         | Overall Pass Rate | 50.0  | 87.5  | 100.0 | 91.7  |
|         | Overall Ach Rate  | 50.0  | 87.5  | 100.0 | 91.7  |
|         | Leavers           | 15    | 13    | 17    | 12    |
|         | Continuers        | 0     | 0     | 0     | 0     |
| Other   | Completers        | 15    | 12    | 15    | 12    |
|         | Achievers         | 9     | 10    | 14    | 11    |
|         | Retention Rate    | 100.0 | 92.3  | 88.2  | 100.0 |
|         | Overall Pass Rate | 60.0  | 83.3  | 93.3  | 91.7  |
|         | Overall Ach Rate  | 60.0  | 76.9  | 82.4  | 91.7  |
|         | Leavers           |       | 2     | 17    | 12    |
|         | Continuers        |       | 0     | 0     | 0     |
|         | Completers        |       | 2     | 14    | 12    |
|         | Achievers         |       | 2     | 14    | 12    |
|         | Retention Rate    |       | 100.0 | 82.4  | 100.0 |
| Unknown | Overall Pass Rate |       | 100.0 | 100.0 | 100.0 |
|         | Overall Ach Rate  |       | 100.0 | 82.4  | 100.0 |
|         | Leavers           | 1,518 | 1,406 | 1,257 | 1,306 |
|         | Continuers        | 0     | 0     | 0     | 8     |
|         | Completers        | 1,446 | 1,327 | 1,099 | 1,167 |
|         | Achievers         | 1,188 | 1,209 | 993   | 1,090 |
|         | Retention Rate    | 95.3  | 94.4  | 87.4  | 89.4  |
|         | Overall Pass Rate | 82.2  | 91.1  | 90.4  | 93.4  |
|         | Overall Ach Rate  | 78.3  | 86.0  | 79.0  | 83.5  |
|         |                   |       |       |       |       |
| White   |                   |       |       |       |       |
|         |                   |       |       |       |       |
|         |                   |       |       |       |       |
|         |                   |       |       |       |       |
|         |                   |       |       |       |       |
|         |                   |       |       |       |       |
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|         |                   |       |       |       |       |
|         |                   |       |       |       |       |
|         |                   |       |       |       |       |

## Adult Funded Achievement Rates

Male achievement increased by over 10% whereas female achievement decreased by 1.2% resulting in a 2.6% achievement gap, reversing the 8.8% achievement gap in favour of females last year.

| Provision Type | Gender | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|--------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Adults         | All    | Leavers           | 1,548           | 1,417           | 947             | 1,107           |
|                |        | Continuers        | 0               | 0               | 0               | 64              |
|                |        | Completers        | 1,436           | 1,288           | 780             | 975             |
|                |        | Achievers         | 1,406           | 1,249           | 756             | 904             |
|                |        | Retention Rate    | 92.8            | 90.9            | 82.4            | 88.1            |
|                |        | Overall Pass Rate | 97.9            | 97.0            | 96.9            | 92.7            |
|                |        | Overall Ach Rate  | 90.8            | 88.1            | 79.8            | 81.7            |
|                | Female | Leavers           | 1,289           | 1,164           | 756             | 588             |
|                |        | Continuers        | 0               | 0               | 0               | 31              |
|                |        | Completers        | 1,196           | 1,054           | 632             | 489             |
|                |        | Achievers         | 1,183           | 1,030           | 617             | 473             |
|                |        | Retention Rate    | 92.8            | 90.5            | 83.6            | 83.2            |
|                |        | Overall Pass Rate | 98.9            | 97.7            | 97.6            | 96.7            |
|                |        | Overall Ach Rate  | 91.8            | 88.5            | 81.6            | 80.4            |
|                | Male   | Leavers           | 259             | 253             | 191             | 519             |
|                |        | Continuers        | 0               | 0               | 0               | 33              |
|                |        | Completers        | 240             | 234             | 148             | 486             |
|                |        | Achievers         | 223             | 219             | 139             | 431             |
|                |        | Retention Rate    | 92.7            | 92.5            | 77.5            | 93.6            |
|                |        | Overall Pass Rate | 92.9            | 93.6            | 93.9            | 88.7            |
|                |        | Overall Ach Rate  | 86.1            | 86.6            | 72.8            | 83.0            |

The achievement gap for disadvantaged learners reversed from a 5% gap to a positive 1.4%.

| Provision Type | Disadvantaged<br>Uplift | Measure           | Actual<br>19/20 | Actual<br>20/21 | Actual<br>21/22 | Actual<br>22/23 |
|----------------|-------------------------|-------------------|-----------------|-----------------|-----------------|-----------------|
| Adults         | All                     | Leavers           | 1,548           | 1,417           | 947             | 1,107           |
|                |                         | Continuers        | 0               | 0               | 0               | 64              |
|                |                         | Completers        | 1,436           | 1,288           | 780             | 975             |
|                |                         | Achievers         | 1,406           | 1,249           | 756             | 904             |
|                |                         | Retention Rate    | 92.8            | 90.9            | 82.4            | 88.1            |
|                |                         | Overall Pass Rate | 97.9            | 97.0            | 96.9            | 92.7            |
|                |                         | Overall Ach Rate  | 90.8            | 88.1            | 79.8            | 81.7            |



|     |                   |      |      |      |      |
|-----|-------------------|------|------|------|------|
| No  | Leavers           | 998  | 857  | 562  | 574  |
|     | Continuers        | 0    | 0    | 0    | 37   |
|     | Completers        | 953  | 785  | 474  | 506  |
|     | Achievers         | 934  | 761  | 460  | 465  |
|     | Retention Rate    | 95.5 | 91.6 | 84.3 | 88.2 |
|     | Overall Pass Rate | 98.0 | 96.9 | 97.0 | 91.9 |
|     | Overall Ach Rate  | 93.6 | 88.8 | 81.9 | 81.0 |
| Yes | Leavers           | 550  | 560  | 385  | 533  |
|     | Continuers        | 0    | 0    | 0    | 27   |
|     | Completers        | 483  | 503  | 306  | 469  |
|     | Achievers         | 472  | 488  | 296  | 439  |
|     | Retention Rate    | 87.8 | 89.8 | 79.5 | 88.0 |
|     | Overall Pass Rate | 97.7 | 97.0 | 96.7 | 93.6 |
|     | Overall Ach Rate  | 85.8 | 87.1 | 76.9 | 82.4 |

Achievement gaps for self-declared learning difficulty or disability reduced from 6.7% to 5.8%.

| Provision Type | Self-declared LDD | Measure           | Actual 19/20 | Actual 20/21 | Actual 21/22 | Actual 22/23 |
|----------------|-------------------|-------------------|--------------|--------------|--------------|--------------|
| Adults         | All               | Leavers           | 1,548        | 1,417        | 947          | 1,107        |
|                |                   | Continuers        | 0            | 0            | 0            | 64           |
|                |                   | Completers        | 1,436        | 1,288        | 780          | 975          |
|                |                   | Achievers         | 1,406        | 1,249        | 756          | 904          |
|                |                   | Retention Rate    | 92.8         | 90.9         | 82.4         | 88.1         |
|                |                   | Overall Pass Rate | 97.9         | 97.0         | 96.9         | 92.7         |
|                |                   | Overall Ach Rate  | 90.8         | 88.1         | 79.8         | 81.7         |
|                | LLD - No          | Leavers           | 1,316        | 1,201        | 737          | 852          |
|                |                   | Continuers        | 0            | 0            | 0            | 59           |
|                |                   | Completers        | 1,213        | 1,094        | 613          | 756          |
|                |                   | Achievers         | 1,205        | 1,076        | 599          | 709          |
|                |                   | Retention Rate    | 92.2         | 91.1         | 83.2         | 88.7         |
|                |                   | Overall Pass Rate | 99.3         | 98.4         | 97.7         | 93.8         |
|                |                   | Overall Ach Rate  | 91.6         | 89.6         | 81.3         | 83.2         |
|                | LLD - Unknown     | Leavers           | 12           | 16           | 13           | 20           |
|                |                   | Continuers        | 0            | 0            | 0            | 1            |
|                |                   | Completers        | 11           | 12           | 10           | 17           |
|                |                   | Achievers         | 11           | 12           | 10           | 13           |
|                |                   | Retention Rate    | 91.7         | 75.0         | 76.9         | 85.0         |
|                |                   | Overall Pass Rate | 100.0        | 100.0        | 100.0        | 76.5         |
|                |                   | Overall Ach Rate  | 91.7         | 75.0         | 76.9         | 65.0         |

|           |                   |      |      |      |      |
|-----------|-------------------|------|------|------|------|
| LLD - Yes | Leavers           | 220  | 200  | 197  | 235  |
|           | Continuers        | 0    | 0    | 0    | 4    |
|           | Completers        | 212  | 182  | 157  | 202  |
|           | Achievers         | 190  | 161  | 147  | 182  |
|           | Retention Rate    | 96.4 | 91.0 | 79.7 | 86.0 |
|           | Overall Pass Rate | 89.6 | 88.5 | 93.6 | 90.1 |
|           | Overall Ach Rate  | 86.4 | 80.5 | 74.6 | 77.4 |
|           |                   |      |      |      |      |

Achievement gaps for learners from ethnic minority students are mixed with very small numbers, overall, the achievement of white students remains very marginally higher than for students with a declared ethnic minority background.

| Provision Type | QAR Ethnicity | Measure           | Actual | Actual | Actual | Actual |
|----------------|---------------|-------------------|--------|--------|--------|--------|
|                |               |                   | 19/20  | 20/21  | 21/22  | 22/23  |
| Adults         | All           | Leavers           | 1,548  | 1,417  | 947    | 1,107  |
|                |               | Continuers        | 0      | 0      | 0      | 64     |
|                |               | Completers        | 1,436  | 1,288  | 780    | 975    |
|                |               | Achievers         | 1,406  | 1,249  | 756    | 904    |
|                |               | Retention Rate    | 92.8   | 90.9   | 82.4   | 88.1   |
|                |               | Overall Pass Rate | 97.9   | 97.0   | 96.9   | 92.7   |
|                |               | Overall Ach Rate  | 90.8   | 88.1   | 79.8   | 81.7   |
|                | Asian         | Leavers           | 20     | 5      | 12     | 32     |
|                |               | Continuers        | 0      | 0      | 0      | 0      |
|                |               | Completers        | 12     | 5      | 9      | 29     |
|                |               | Achievers         | 12     | 5      | 8      | 29     |
|                |               | Retention Rate    | 60.0   | 100.0  | 75.0   | 90.6   |
|                |               | Overall Pass Rate | 100.0  | 100.0  | 88.9   | 100.0  |
|                |               | Overall Ach Rate  | 60.0   | 100.0  | 66.7   | 90.6   |
|                | Black         | Leavers           | 3      |        | 4      | 6      |
|                |               | Continuers        | 0      |        | 0      | 1      |
|                |               | Completers        | 3      |        | 3      | 5      |
|                |               | Achievers         | 3      |        | 3      | 4      |
|                |               | Retention Rate    | 100.0  |        | 75.0   | 83.3   |
|                |               | Overall Pass Rate | 100.0  |        | 100.0  | 80.0   |
|                |               | Overall Ach Rate  | 100.0  |        | 75.0   | 66.7   |
|                | Mixed         | Leavers           | 3      | 8      | 7      | 12     |
|                |               | Continuers        | 0      | 0      | 0      | 1      |
|                |               | Completers        | 1      | 8      | 7      | 12     |
|                |               | Achievers         | 1      | 8      | 6      | 10     |
|                |               | Retention Rate    | 33.3   | 100.0  | 100.0  | 100.0  |

|         |                   |       |       |       |       |
|---------|-------------------|-------|-------|-------|-------|
| Other   | Overall Pass Rate | 100.0 | 100.0 | 85.7  | 83.3  |
|         | Overall Ach Rate  | 33.3  | 100.0 | 85.7  | 83.3  |
|         | Leavers           | 4     | 11    | 6     | 7     |
|         | Continuers        | 0     | 0     | 0     | 4     |
|         | Completers        | 3     | 10    | 6     | 6     |
|         | Achievers         | 2     | 10    | 5     | 4     |
|         | Retention Rate    | 75.0  | 90.9  | 100.0 | 85.7  |
| Unknown | Overall Pass Rate | 66.7  | 100.0 | 83.3  | 66.7  |
|         | Overall Ach Rate  | 50.0  | 90.9  | 83.3  | 57.1  |
|         | Leavers           | 5     | 11    | 27    | 30    |
|         | Continuers        | 0     | 0     | 0     | 5     |
|         | Completers        | 3     | 11    | 21    | 22    |
|         | Achievers         | 3     | 11    | 21    | 21    |
|         | Retention Rate    | 60.0  | 100.0 | 77.8  | 73.3  |
| White   | Overall Pass Rate | 100.0 | 100.0 | 100.0 | 95.5  |
|         | Overall Ach Rate  | 60.0  | 100.0 | 77.8  | 70.0  |
|         | Leavers           | 1,513 | 1,382 | 891   | 1,020 |
|         | Continuers        | 0     | 0     | 0     | 53    |
|         | Completers        | 1,414 | 1,254 | 734   | 901   |
|         | Achievers         | 1,385 | 1,215 | 713   | 836   |
|         | Retention Rate    | 93.5  | 90.7  | 82.4  | 88.3  |
|         | Overall Pass Rate | 97.9  | 96.9  | 97.1  | 92.8  |
|         | Overall Ach Rate  | 91.5  | 87.9  | 80.0  | 82.0  |

## Apprenticeship Achievement rates

Lower achievement rates for females, in part a factor of challenges in the health and social care sector.

| Overall   |        |               |                   | Actual | Actual | Actual | Actual |
|-----------|--------|---------------|-------------------|--------|--------|--------|--------|
| Age Group | Gender | QAR Ethnicity | Measure           | 19/20  | 20/21  | 21/22  | 22/23  |
| All Age   | All    | All           | Overall Leavers   | 273    | 316    | 304    | 393    |
|           |        |               | Overall Achievers | 230    | 240    | 189    | 228    |
|           |        |               | Overall Ach Rate  | 84.2   | 75.9   | 62.2   | 58.0   |
|           | Female | All           | Overall Leavers   | 174    | 157    | 161    | 221    |
|           |        |               | Overall Achievers | 137    | 116    | 90     | 114    |
|           |        |               | Overall Ach Rate  | 78.7   | 73.9   | 55.9   | 51.6   |
|           | Male   | All           | Overall Leavers   | 99     | 159    | 143    | 172    |
|           |        |               | Overall Achievers | 93     | 124    | 99     | 114    |
|           |        |               | Overall Ach Rate  | 93.9   | 78.0   | 69.2   | 66.3   |

Achievement rate by ethnicity shows a mixed picture, though number of students from ethnic minorities are very small.



| Overall   |        |               |                   | Actual | Actual | Actual | Actual |
|-----------|--------|---------------|-------------------|--------|--------|--------|--------|
| Age Group | Gender | QAR Ethnicity | Measure           | 19/20  | 20/21  | 21/22  | 22/23  |
| All Age   | All    | All           | Overall Leavers   | 273    | 316    | 304    | 393    |
|           |        |               | Overall Achievers | 230    | 240    | 189    | 228    |
|           |        |               | Overall Ach Rate  | 84.2   | 75.9   | 62.2   | 58.0   |
|           |        | Asian         | Overall Leavers   | 3      |        |        | 1      |
|           |        |               | Overall Achievers | 2      |        |        | 1      |
|           |        |               | Overall Ach Rate  | 66.7   |        |        | 100.0  |
|           |        | Black         | Overall Leavers   |        |        |        | 1      |
|           |        |               | Overall Achievers |        |        |        | 0      |
|           |        |               | Overall Ach Rate  |        |        |        | 0.0    |
|           |        | Mixed         | Overall Leavers   | 1      | 2      |        |        |
|           |        |               | Overall Achievers | 0      | 1      |        |        |
|           |        |               | Overall Ach Rate  | 0.0    | 50.0   |        |        |
|           |        | Unknown       | Overall Leavers   |        |        |        | 4      |
|           |        |               | Overall Achievers |        |        |        | 2      |
|           |        |               | Overall Ach Rate  |        |        |        | 50.0   |
|           |        | White         | Overall Leavers   | 269    | 314    | 304    | 387    |
|           |        |               | Overall Achievers | 228    | 239    | 189    | 225    |
|           |        |               | Overall Ach Rate  | 84.8   | 76.1   | 62.2   | 58.1   |

## HE Achievement Rates

Achievement rates for females higher than males, reversing the trend from last year and more indicative of historic trends.

| Age Group | Gender | Measure           | 19/20 | 20/21 | 21/22 | 22/23 |
|-----------|--------|-------------------|-------|-------|-------|-------|
| All Age   | All    | Leavers           | 85    | 73    | 51    | 64    |
|           |        | Continuers        | 0     | 0     | 1     | 7     |
|           |        | Completers        | 81    | 66    | 44    | 56    |
|           |        | Achievers         | 80    | 63    | 43    | 53    |
|           |        | Retention Rate    | 95.3  | 90.4  | 86.5  | 87.5  |
|           |        | Overall Pass Rate | 98.8  | 95.5  | 97.7  | 94.6  |
|           |        | Overall Ach Rate  | 94.1  | 86.3  | 84.3  | 82.8  |
|           | Female | Leavers           | 35    | 38    | 23    | 22    |
|           |        | Continuers        | 0     | 0     | 0     | 5     |
|           |        | Completers        | 35    | 36    | 16    | 21    |
|           |        | Achievers         | 35    | 34    | 14    | 20    |
|           |        | Retention Rate    | 100.0 | 94.7  | 69.6  | 95.5  |



|      |                   |       |      |      |      |
|------|-------------------|-------|------|------|------|
| Male | Overall Pass Rate | 100.0 | 94.4 | 87.5 | 95.2 |
|      | Overall Ach Rate  | 100.0 | 89.5 | 60.9 | 90.9 |
|      | Leavers           | 85    | 55   | 56   | 55   |
|      | Continuers        | 0     | 0    | 1    | 10   |
|      | Completers        | 80    | 48   | 49   | 46   |
|      | Achievers         | 79    | 47   | 48   | 44   |
|      | Retention Rate    | 94.1  | 87.3 | 87.7 | 83.6 |
|      | Overall Pass Rate | 98.8  | 97.9 | 98.0 | 95.7 |
|      | Overall Ach Rate  | 92.9  | 85.5 | 85.7 | 80.0 |

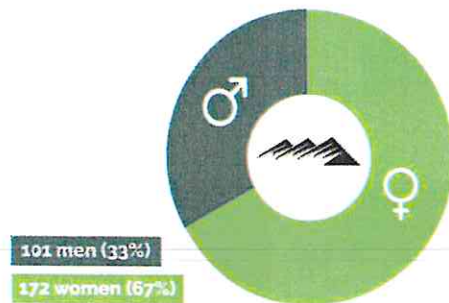
Achievement rate by ethnicity shows strong achievement by known ethnicity, though again, numbers are very small.

| Age Group | Gender | QAR Ethnicity | Measure           | 19/20 | 20/21 | 21/22 | 22/23 |
|-----------|--------|---------------|-------------------|-------|-------|-------|-------|
| All Age   | All    | All           | Leavers           | 85    | 73    | 51    | 64    |
|           |        |               | Continuers        | 0     | 0     | 1     | 7     |
|           |        |               | Completers        | 81    | 66    | 44    | 56    |
|           |        |               | Achievers         | 80    | 63    | 43    | 53    |
|           |        |               | Retention Rate    | 95.3  | 90.4  | 86.5  | 87.5  |
|           |        |               | Overall Pass Rate | 98.8  | 95.5  | 97.7  | 94.6  |
|           |        |               | Overall Ach Rate  | 94.1  | 86.3  | 84.3  | 82.8  |
|           |        | Black         | Leavers           |       |       | 1     | 1     |
|           |        |               | Continuers        |       |       | 0     | 0     |
|           |        |               | Completers        |       |       | 1     | 1     |
|           |        |               | Achievers         |       |       | 1     | 1     |
|           |        |               | Retention Rate    | 0.0   | 0.0   | 100.0 | 100.0 |
|           |        | Mixed         | Overall Pass Rate |       |       | 100.0 | 100.0 |
|           |        |               | Overall Ach Rate  |       |       | 100.0 | 100.0 |
|           |        |               | Leavers           | 1     |       |       |       |
|           |        |               | Continuers        | 0     |       |       |       |
|           |        |               | Completers        | 1     |       |       |       |
|           |        | Other         | Achievers         | 1     |       |       |       |
|           |        |               | Retention Rate    | 100.0 | 0.0   | 0.0   | 0.0   |
|           |        |               | Overall Pass Rate | 100.0 |       |       |       |
|           |        |               | Overall Ach Rate  | 100.0 |       |       |       |
|           |        |               | Leavers           |       | 1     |       | 1     |
|           |        |               | Continuers        |       | 0     |       | 0     |

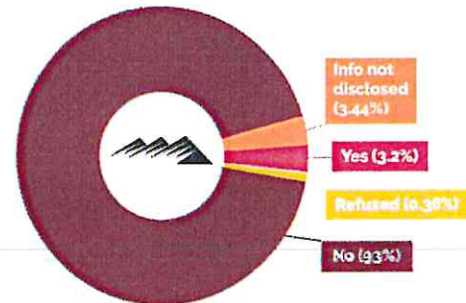
|  |         |                   |      |       |      |       |
|--|---------|-------------------|------|-------|------|-------|
|  | Unknown | Completers        |      | 1     |      | 1     |
|  |         | Achievers         |      | 1     |      | 1     |
|  |         | Retention Rate    | 0.0  | 100.0 | 0.0  | 100.0 |
|  |         | Overall Pass Rate |      | 100.0 |      | 100.0 |
|  |         | Overall Ach Rate  |      | 100.0 |      | 100.0 |
|  |         | Leavers           |      |       |      | 2     |
|  |         | Continuers        |      |       |      | 0     |
|  |         | Completers        |      |       |      | 1     |
|  |         | Achievers         |      |       |      | 1     |
|  |         | Retention Rate    | 0.0  | 0.0   | 0.0  | 50.0  |
|  | White   | Overall Pass Rate |      |       |      | 100.0 |
|  |         | Overall Ach Rate  |      |       |      | 50.0  |
|  |         | Leavers           | 84   | 72    | 50   | 60    |
|  |         | Continuers        | 0    | 0     | 1    | 7     |
|  |         | Completers        | 80   | 65    | 43   | 53    |
|  |         | Achievers         | 79   | 62    | 42   | 50    |
|  |         | Retention Rate    | 95.2 | 90.3  | 86.3 | 88.3  |
|  |         | Overall Pass Rate | 98.8 | 95.4  | 97.7 | 94.3  |
|  |         | Overall Ach Rate  | 94.0 | 86.1  | 84.0 | 83.3  |

## Our Staff Profile

### Gender Balance at Lakes College

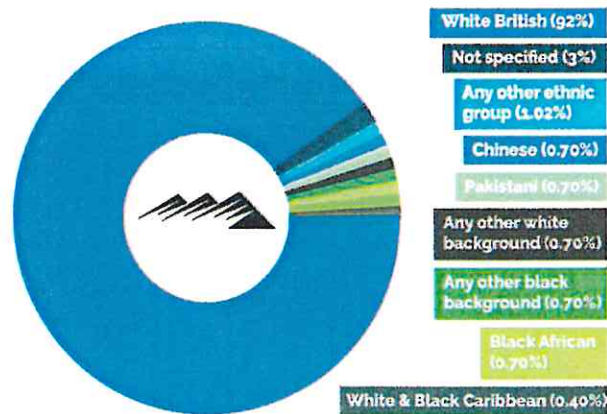


### Disability at Lakes College



Our ethnicity profile has remained the same over the past academic year with 5. % of our staff are BAME which is higher than Cumbria census in 2021 i.e. 97.6% white.

### Ethnicity at Lakes College



Staff declaring a disability has reduced to 3.9 % from 4.6% in 201-22.

### GENDER PAY GAP

This report gives the gender pay gap data at Lakes College West Cumbria as at 31 March 2023.

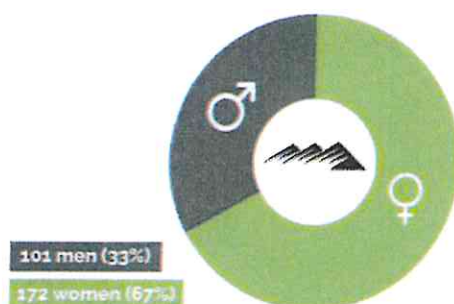
At Lakes College West Cumbria there were 273 members of staff in post.

Our gender balance has changed since March 2022 with males increasing by 2% and stands at: -



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### Gender Balance at Lakes College



We employ slightly more females than the FE sector average of 64% (*FE Workforce Census 2020*)

### GENDER PAY GAP

| Category              | As at March 2023     | As at March 2022     |
|-----------------------|----------------------|----------------------|
| Median Gender Pay Gap | 20% in favour of men | 24% in favour of men |
| Mean Gender Pay Gap   | 6% in favour of men  | 14% in favour of men |

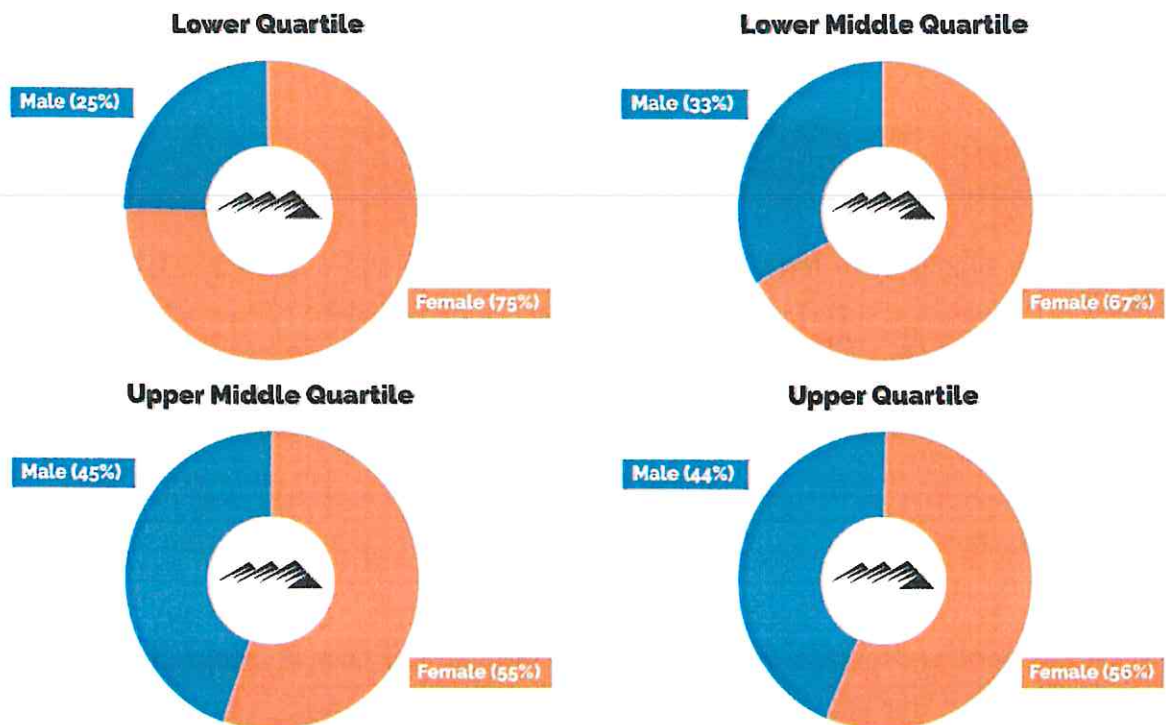
There has seen a decrease of 4% of Median Gender Pay Gap in favour of Men with Mean Gender Pay Gap also reducing by 8% in favour of men.

This can be attributed to the increase of pay award of staff on lower pay bands who are predominantly women.

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## QUARTILES

The proportion of men and women in each pay quartile (%) is as follows:



From previous year reporting the following quartiles have changes as follows: -

- Lower Quartile – Increase of Females by 3%
- Lower Middle Quartile – Remained Same
- Upper Middle Quartile – Increase of Females by 3%
- Upper Quartile – Increase of Females by 1%

The main reasons for the College's current gender pay gap changes are:

- although there are more females in each of the quartiles, overall, there is a higher percentage of females in the lower quartiles which represent more junior roles and therefore lower salaries.

There has been a decrease of 9% of Median Gender Pay Gap in favour of Men with Mean Gender Pay Gap also reducing by 3% in favour of men.

This can be attributed to the increase of pay award of staff on lower pay bands who are predominantly women.