

Lakes College Equality, Diversity and Inclusion Annual Summary 2024-25

Summary

The 2024–25 Annual Equality, Diversity, and Inclusion (EDI) Report highlights both progress and persistent challenges in fostering an inclusive learning environment at Lakes College.

Key findings reveal significant achievement gaps across demographic groups: males outperform females in most measures; 19+ learners excel in Functional Skills Maths and Apprenticeships but struggle with retention on a few programmes, while 16–18 learners show strong retention yet underperform in Maths and Apprenticeships. High Needs learners demonstrate excellent retention and Maths success and LLDD learners perform well in classroom settings. Socio-economic disadvantage remains the most pressing concern, with Free College Meals eligible learners—particularly White British—showing the largest gaps in GCSE English and Functional Skills. Conversely, learners from ethnic minority backgrounds consistently outperform their peers, reflecting positive outcomes in diversity-related performance.

The report also addresses workforce diversity and pay equity, noting a widening gender pay gap driven by structural changes and the TUPE transfer of male staff, alongside positive trends such as increased disability disclosure and higher ethnic diversity compared to regional averages.

Progress against the EDI Action Plan shows strong completion rates in areas such as accessibility compliance and workforce diversity, while ongoing priorities include embedding EDI in college practice, securing quality charter marks, and increasing engagement through campaigns and community partnerships. These actions will be a priority in 2025-26 and are critical in closing achievement gaps, strengthening inclusion, and ensuring Lakes College continues to improve and develop exceptional EDI practices.

Our EDI Action plan progress in 2024-25

In 2024-25 we established our EDI committee, agreed to commit to the Association of Colleges EDI charter, with a specific focus on inclusion for those from the most deprived areas, recognising the increasing diversity of our student population.

The grid below shows progress against our EDI Action Plan; all tasks not yet completed are rolled forwards into 2025-26, with renewed target dates. Each action is discussed at the EDI committee by the task owner.

Task Name	Progress	Due date	Completed Date	Completed Checklist Items	Percentage complete
Recognise and reward those who actively embrace and lead good practice in EDI	Not started	04/03/2026		0/3	0%
Improved identification and implementation of additional support needs for all stakeholders	Completed	08/31/2025	11/25/2025	2/2	100%
Ensuring retention and attainment gaps are identified and addressed to maximise progression	Completed	10/31/2025	11/24/2025	2/3	66%
Become a leading organisation in EDI practice by securing appropriate quality charter marks	In progress	04/03/2026		2/3	66%
We will address any barriers that the building/offer presents to our stakeholders experience	Completed	07/31/2025	11/25/2025	3/3	100%
EDI Audit action 3	In progress	12/19/2025		1/2	50%
Adherence to government accessibility guidelines in all our published, digital, and teaching, learning and assessment materials	Completed	07/31/2025	11/24/2025	2/2	100%
Lead and develop an integrated approach to embed EDI in college practice	In progress	07/31/2026		2/3	66%
Increase the knowledge, confidence, & awareness of EDI through professional development, employee, employer, and learner forums	Completed	07/31/2025	11/25/2025	0/1	0%
Improving the diversity of the workforce to better reflect the profile of our students, and addressing under representation of protected groups	Completed	12/18/2025	11/24/2025	2/2	100%

EDI audit action 1	Completed	07/31/2025	06/05/2025	2/2	100%
Creating opportunities for staff to engage with local communities and networks, to share best practice and build links with external groups	Not started	07/31/2026		0/6	0%
Increase engagement, influence and co- production in our equality, diversity, and inclusion activity	In progress	03/31/2026		0/3	0%
Deliver campaigns & activities for learners & staff to plan, co-produce & lead activities which challenge non-inclusive behaviour	In progress	07/31/2025		0/3	0%
Ensure policies & procedures are inclusive in both language and impact	Completed	07/31/2025	09/22/2025	1/1	100%
EDI Audit action 2	Completed	11/13/2025	11/25/2025	5/6	83%
Create an inclusive environment that fosters good relationships and trust	In progress	05/22/2026		0/1	0%
Celebrate the differences between members of the college community with actions, words and images, drawing on diversity in its broadest sense	In progress	07/31/2025		0/4	0%
Raised awareness of the impact of hidden disabilities on participation and inclusion in college	Not started	04/03/2026		0/2	0%