

# Stockton Sixth Form College

Supporting Student Success

## 3 yearly report on ethnicity action plan 2007/10

College has a duty to promote equality and prevent discrimination on the grounds of race.

We actively seek to ensure that the prospectus represents all students in College including ethnic minorities, disabled students, males and females. Staff are aware of these issues in promoting their subjects at Open Evenings and in their wall displays. Open Evenings are advertised in the local Mosque and until recently at the International Centre in Stockton.

Staff are aware of the equal opportunities policy which requires teachers to be sensitive to racial stereotyping in classroom practice and to challenge any issues of racism in the classroom. This is now incorporated systematically into lesson observation and sensitivity to equality and diversity issues is scored. The need to ensure that all groups receive attention and that no group receives disproportionate criticism has been flagged up in whole staff training. Questions linked to the College experience of students in relation to ethnicity is included in end of year questionnaires and responses indicate that students of all ethnic groups feel valued.

Issues of equality and diversity are included in the pastoral programme. Students are made aware of relevant legislation and the College Equal Opportunities policy. Discussions centre on rights but also on their responsibilities as potential future managers. College notice boards are also used to promote racial equality and prevent discrimination and the LRC always mounts a prominent display during Black History month. Students are also made aware of the College policy on bullying which includes a specific category of racial bullying. Such incidents would be recorded separately however in the period of this report there have been no incidents of racially motivated bullying disclosed to staff.

Our Pakistani students in particular are a vocal and active part of the student community. The current Chair of our Student Council and the Vice Chair (elected by other students) are both of Pakistani origin and are well respected by the tutor representatives; they represent the student body on the Corporation. Following the Pakistani earthquake 2006 our Asian students and others have spearheaded a yearly fundraiser, following Ramadan, most recently for UNICEF children's charities. As well as raising significant sums of money, these activities are a chance to celebrate the ethnic diversity in College with the wearing of Asian dress being a colourful part of the activities. Via tutorial we publicise the events but also the Islamic duty of Zucat which involves giving to charity. In 2009 our Asian students organised a fashion show to raise funds for the charity Medical Aid for Palestinians. Students of all ethnic groups modelled clothes. Tickets were sold for an evening performance and the majority of the audience comprised relatives of our Asian students, and this provided a good opportunity for College to raise our profile within this community.

Our ethnic minority students are also well represented on College trips. In the past Muslim girls in particular were discouraged from residential visits however their participation has now increased. Staff are always willing to speak to parents if they require reassurance. On the London visit 2010, 11/69 students were non-white British.

We are keen to increase the ethnic diversity of our staff group so that it more accurately reflects the population of Stockton. We currently only have one staff member who is Non-White British. However, we monitor the ethnicity of applicants for all posts and are currently not attracting applicants from other ethnic groups.

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The number of Non-White British students at College has increased over the 3 years and this increase is mirrored in local schools. In 2009/10 8.2% of College students were Non-White British and this exactly corresponds to the proportion of non-White British students in our partner schools. Speaking to students it is clear that SSFC has a high reputation in the community. The retention of this group is higher than the College average and increased from 90% in 2007/8 to 97% in 2009/10. In terms of achievement there is not a consistent pattern among one year students with Non-White British students outperforming all students in 2008 but performing less well in 2009. The pattern at AS level is that Non-White British students have scored lower than the category All Students in pass rate and percentage of A-B. At A level the pass rate is very high for both groups but again non-white British have a lower proportion of A-B grades. Set against prior achievement however, this pattern can be explained. Those departments with a significant number of non-white British students monitor value added scores of all students and include any necessary action in department QIP.