

KEITS Single Equality Statement 2014

Introduction

KEITS is committed to the active promotion of equality of opportunity and to the avoidance of discrimination in all aspects of its provision. In creating a Single Equality Statement we are demonstrating our commitment to the promotion of equality and diversity and explaining how it is fully integrated within the ethos of KEITS.

This has replaced all previous equality and diversity as well as disability and discrimination policies and will align all areas of legislation to achieve our aims and objectives.

Race Equality Statement

KEITS confirms that all individuals are entitled to the same rights, responsibilities and opportunities as the majority population. KEITS will strive to ensure that, whatever the heritage and origins of all KEITS learners; everyone is valued and treated with respect. KEITS works towards the elimination of racism whether overt, covert or by omission and will ensure that all individuals and communities have equal access to our learning programmes, career opportunities and resources.

Description of provision and summary of history

KEITS started in Kent in 1997 and provided support for Apprentice learners in the Horse Care sector by offering an alternative to day release programmes by supporting employers to deliver the learning programme entirely within the workplace. This has developed over time and has spread to cover a large proportion of the South Midlands, the West Midlands and the South and East of England. The sector areas have developed to cover more of the Land Based Sectors as well as Business Services.

Summary from Ofsted Report Spring 2010

KEITS promotes equality and diversity effectively but managers do not use data sufficiently to monitor and measure the participation and performance of minority groups.

Promotion of equality and diversity is satisfactory. KEITS provide learners and employers with good support and guidance on equality and diversity. Data is not used sufficiently to monitor the progress of minority groups.

Evaluate the effectiveness of activities to promote equality and diversity to ensure all learners achieve their potential.

Promotion of equality and diversity is satisfactory. Learners living in remote rural areas benefit from learning which is based in their place of work. Many learners progress to further training and/or employment. KEITS provide learners and employers with good support, information and guidance on equality and diversity. Learners develop a good understanding of their employment rights and responsibilities in the workplace. Equality and diversity issues are regularly checked and reinforced at progress reviews although learners' understanding is not always fully explored. An equality and diversity working group meets regularly to promote equality and diversity but the group does not include effective learner representation. KEITS has a single equalities scheme and has recently reintroduced equality and diversity impact measures. Data is analysed to identify differences in performance but this information is not used systematically to monitor and measure the participation and performance of minority groups.

Progress since start and current position

Our overall achievement rates have demonstrated good improvement since KEITS's inception and for last four years have been consistently above 70% and close to the National averages. This has been maintained despite a significant increase in apprenticeship numbers and KEITS working with subcontractors in a wider variety of sector areas, since 2011/12. This has contributed to our overall growth and success. The data below refers to KEITS including its subcontractors where applicable

KEITS	2005/2006%	1009/2010%	2010/2011%	2011/2012%	2012/2013%	National Average 2012/2013%
Learners in cohort			349	762	896	
Achievers in cohort			254	574	632	
Overall success rate	52%	70%	73%	75%	71%	72%
Learners in cohort			340	814	851	
Achievers in cohort			232	162	503	
Overall timely rate	not recorded		68%	69%	59%	57%

The following table shows that in general our younger apprentices do not achieve as well as our older groups we have been working on improving this and we can see that there is a gradual narrowing of difference between the two over the last three years

Age Band	Overall 2010/11%	Overall 2011/12%	Overall 2012/13%	Timely 2010/11%	Timely 2011/12%	Timely 2012/13%
16-18	67.62	69.55	67.18	65.71	67.53	56.40
19+	75.00	77.76	71.99	69.07	69.23	57.20

The following table provides an analysis of enrolment data for the whole of KEITS provision over the last three years. We have seen a slight increase in take up from a wider range of ethnic backgrounds, this is

most probably due to KEITS working with subcontractors covering a wider range of sector and geographical areas.

Provider		Overall Success			Timely Success		
		2010/11	2011/12	2012/13	2010/11	2011/12	2012/13
White British	Learners in Cohort	342	718	865	335	768	826
	Achievements	247	536	612	226	526	488
	Success Rates %	72.22	74.65	70.75	67.46	68.49	59.08
White Irish	Learners in Cohort		1	2		1	2
	Achievements		1	0		1	0
	Success Rates %		100.00	0.00		100.00	0.00
White Other	Learners in Cohort	4	31	11	4	31	11
	Achievements	4	27	9	4	24	6
	Success Rates %	100.00	87.10	81.82	100.00	77.42	54.55
Mixed White and Black Caribbean	Learners in Cohort			4			4
	Achievements			3			3
	Success Rates %			75.00			75.00
Mixed White and Black African	Learners in Cohort	1		1	1		1
	Achievements	1		1	1		1
	Success Rates %	100.00		100.00	100.00		100.00
Mixed White and Asian	Learners in Cohort		1	1		1	1
	Achievements		1	0		1	0
	Success Rates %		100.00	0.00		100.00	0.00

Mixed Other	Learners in Cohort		2	3		2	3
	Achievements		2	2		2	2
	Success Rates %		100.00	66.67		100.00	66.67
Asian or Asian British Pakistani	Learners in Cohort		1	1		2	
	Achievements		1	1		0	
	Success Rates %		100.00	100.00		0.00	
Black or Black British African	Learners in Cohort		2	1		2	2
	Achievements		2	0		2	0
	Success Rates %		100.00	0.00		100.00	0.00
Black or Black British Caribbean	Learners in Cohort		2	1		3	
	Achievements		1	1		1	
	Success Rates %		50.00	100.00		33.33	
Not Known/not provided	Learners in Cohort	1	3	4		3	4
	Achievements	1	2	4		1	4
	Success Rates %	100.00	66.67	100.00		33.33	100.00

The following table provides an analysis of success rates for Apprentices, according to gender data, for KEITS provision for the last three years. The industries that we have traditionally worked in i.e. Horse Care, Animal Care and Floristry have always been predominantly female orientated. With our expansion into Horticulture and the sector areas covered by our subcontractors we have seen an increase in the percentage of male learners.

Gender		Overall Success Rates			Timely Success Rates		
		2010/11	2011/12	2012/13	2010/11	2011/12	2012/13
Female	Learners in Cohort	300	613	719	293	656	685
	Achievements	221	456	502	203	452	413
	Success Rates %	73.67	74.39	69.82	69.28	68.90	60.29
Male	Learners in Cohort	49	151	179	48	160	175

	Achievements	33	120	132	29	109	92
	Success Rates %	67.35	79.47	73.74	60.42	68.13	52.57

Historically with the majority of our learners being in full time employment and with the nature of the sectors that we work with we have always had relatively low numbers with declared physical or learning difficulties and disabilities. The changes within our overall provision have not impacted greatly on the numbers that we are supporting. However the eligibility requirements for supporting funded learners have altered this year and we have updated our recording procedures, provided training and support to all front line staff and we will measure the impact of these changes over the next year to see if this affects our data.

The following tables provide an analysis of additional learning and social needs for our learners for the whole of KEITS provision over the last three years.

Additional Learning & Social Needs		Overall Success			Timely Success		
		2010/11	2011/12	2012/13	2010/11	2011/12	2012/13
Learning (ALN)	Learners in cohort	4	9	8	14	9	8
	Achievers	4	7	7	11	6	5
	Success Rate%	100.00	78.00	87.5	78.57	66.66	62.5
Social (ASN)	Learners in cohort	1	2	2	1	2	2
	Achievers	1	1	0	1	1	0
	Success Rate%	100.00	50.00	0	100.00	50.00	0.00
Learning & Social (ALN/ASN)	Learners in cohort	0	3	3	0	2	2
	Achievers	0	2	1	0	0	1
	Success Rate%	n/a	67.00	33.00	0.00	0.00	50.00

KEITS' non apprenticeship provision has increased significantly since contract year 2011/12 and in 2012/13 we have supported 433 learners through qualifications funded through the Adult Skills Budget. KEITS and its partners have managed to maintain quality whilst increasing learner numbers. The table below shows the % of provision by partners.

Partner	Number of Learners in Cohort	% of Provision
PHW Services	385	88.9
Hair Academy	4	1.00
Profile Development & Training	2	0.5
SET	16	3.6
KEITS	26	6

The Adult Skills budget has a slightly different profile regarding ethnicity than our apprenticeship provision. However it is still predominantly white and British and the numbers for other ethnicities are so low it is difficult to evaluate with any real value.

Provider		Overall Success			Timely Success		
		2010/11	2011/12	2012/13	2010/11	2011/12	2012/13
White British	Learners in Cohort		68	435		67	440
	Achievements		67	416		66	414
	Success Rates %		98.53%	95.63%		98.51%	94.09%
White Irish	Learners in Cohort			2			2
	Achievements			1			1
	Success Rates %			50%			50%
White Other	Learners in Cohort		1	8		1	8
	Achievements		1	8		1	7
	Success Rates %		100%	100%		0%	87.5%
Asian or Asian British Indian	Learners in Cohort		1			1	
	Achievements		0			0	
	Success Rates %		0%			0%	
Asian or	Learners in Cohort			1			1

Asian British other	Achievements			1			1
	Success Rates %			100%			100%
Black or British Black African	Learners in Cohort		1			1	
	Achievements		1			1	
	Success Rates %		100%			100%	
Black or Black British Caribbean	Learners in Cohort			3			3
	Achievements			3			3
	Success Rates %			100%			100%
Not Known/not provided	Learners in Cohort		1			1	
	Achievements		0			0	
	Success Rates %		0%			0%	

There has been considerable growth within our Adult Skills Budget provision and success rates are strong for both achievement and timely. It can be seen that males are tending to achieve better than females and that there is a higher uptake for males than females in our second year of this provision, This can be attributed to the short course provision within logistics and licensed retail sector which is a predominately male sector.

Gender		Overall Success Rates			Timely Success Rates		
		2010/11	2011/12	2012/13	2010/11	2011/12	2012/13
Female	Learners in Cohort		63	199		62	203
	Achievements		61	180		60	180
	Success Rates %		96.83%	90.45%		96.77%	88.67%
Male	Learners in Cohort		9	251		9	252
	Achievements		8	250		7	247
	Success Rates %		88.89%	99.60%		77.78%	98.02%

Staff Profile

Progress since start and current position

KEITS started with a nucleus staff of 4 full time staff and work based assessors and this level of detailed information was not recorded. Equality and Diversity information relating to job applicants has been collated since June 2012 and will form the base line for the data.

KEITS currently has 43 members of staff and this following data forms a current analysis.

The age profile is quite broad and is fairly representative of the sector areas in which KEITS operates and our delivery model

Age	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
25 and under	14	5
26-34	27	24
35-44	27	32
45-54	17	29
55-64	10	5
Prefer not to say	5	5

KEITS is keen to support workers who choose to work in a part time role with us to fit in with their lifestyle and the breakdown of these is

Lifestyle plan	Total % of KEITS Staff 2012/13	Total % of KEITS Staff 2013/14
Full Time	83	83
Part Time	17	17

The ethnic profile of KEITS is predominantly White British this is mainly due to the sector areas and geographical locations that KEITS operates within

Ethnicity	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
Black/Black British African		
Mixed white & Black Caribbean		
Chinese		
Asian/Asian British any other		
Mixed White & Asian		
White British	98	97
White Irish		
Prefer not to say		3

The percentage of staff declaring a disability was low compared to declared disabilities of the learner's community. We believe that this was partly due to some lack of confidence in staff wishing to identify that they have any disability and how it may be perceived within the work place. However we think predominantly it is due to the fact that as their disability has no impact on their ability to complete their job, they do not believe that they have a disability. KEITS has provided further information to the staff team to address these issues through 'Welfare at Work' initiatives, and we have seen a change within the declared staff profile as can be seen in the chart below.

Disability	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
Have a disability	5	
Physical/sensory impairment		3
Mental health difficulty		3
Medical condition		13

Do Not have a disability	90	79
Prefer not to say	5	3

The gender balance within the KEITS team has a clear emphasis towards females. This has changed more recently with the introduction of Horticulture and Business Services where there tends to be a more even gender balance. This is quite reflective still of our learners' profile

Gender	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
Male	25	16
Female	73	82
Prefer not to say	3	3

The sexual orientation of staff has only been recorded very recently and the current position where staff have been comfortable to respond to surveys shows that

Sexual orientation	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
Lesbian or Gay	7	
Bisexual		
Heterosexual or straight	83	92
Prefer not to say	10	8

The religion and beliefs of staff have only been recorded very recently and the current position where staff have been comfortable to respond to surveys shows that

Religion or belief	Total % of KEITS staff 2012/13	Total % of KEITS staff 2013/14
Christian	56	58
Muslim		
Buddhist		
Sikh		
Hindu		
Jewish		
None	32	39
Prefer not to say	12	8

Our role and our commitment to equality and diversity

As a private training provider we have developed a reputation for delivering a quality assured programme to support training and develop skills and understanding within the workplace. We work predominantly with micro to medium sized employers to engage with their staff who may find it difficult to access qualifications outside of their working hours and environment. Equality of opportunity is embedded within our recruitment processes for both learners and staff. We aim to demonstrate a good practice in equality of opportunity as a training provider and as an employer.

We aim to:

- Promote respect, tolerance and equality to all by all
- Promote equality of opportunity by accessibility to groups of people in different sized organisations and who may be in areas of the country where access may be an issue
- Continue to improve the learners' experience of the training and qualifications that they undertake
- Support all learners to achieve to the best of their ability
- Assist learners to progress and achieve their agreed aims and aspirations
- Refuse to tolerate any form of discrimination or harassment

We will measure our success by:

- Our progress in improving participation, progression and achievement in areas where there is currently inequality
- The commitment of our learners and staff to treating others with respect, monitored through a variety of qualitative and quantitative measures
- A positive approach to equality and diversity among all our staff and their record in implementing this Equality Scheme
- The views of stakeholders
- Our progress in recruiting diverse communities of staff and learners
- Demonstration of good practice as an employer