

**NORTH EAST
SCOTLAND
COLLEGE**



APPENDIX 9: EQUALITY OUTCOMES REPORT 2019-20

**THE EQUALITY MAINSTREAMING AND OUTCOMES
OF NORTH EAST SCOTLAND COLLEGE**

APPENDIX 9: EQUALITY OUTCOMES REPORT 2019-20

The following report provides trend PI data by protected characteristic from 2015-16 to 2019-20 with associated brief commentary. The data relates to full and part time students enrolled on all courses at NESCol during this period, regardless of funding status.

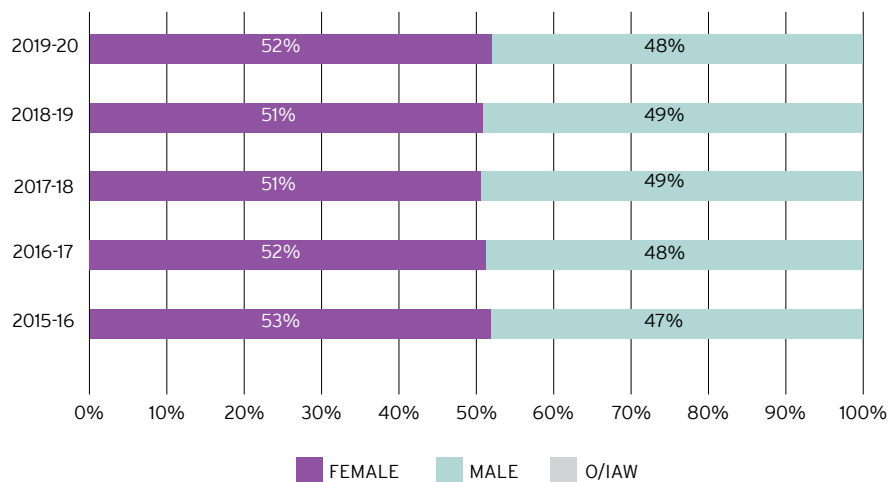
Contents:

Biological sex	Page 2
Age	Page 9
Gender Identity	Page 17
Disability	Page 24
Sexual Orientation	Page 33
Ethnicity	Page 40
Religious belief	Page 46
Glossary of abbreviations	Page 55

Biological Sex

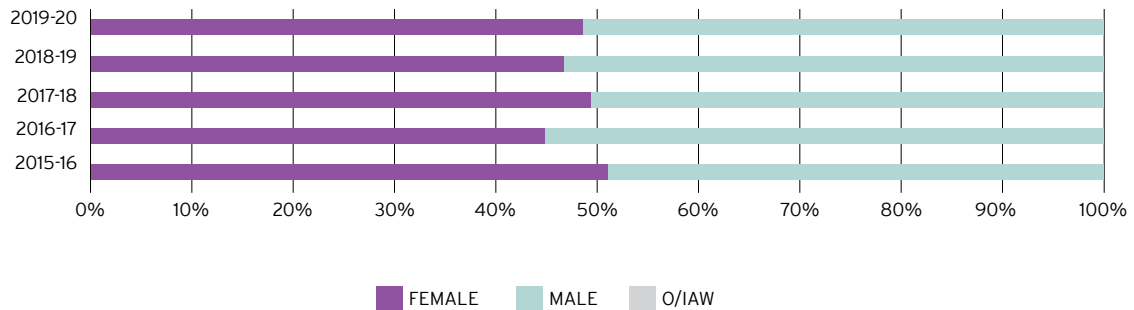
a) Enrolment Trends by Biological Sex

Full-Time Enrolments by Biological Sex



FULL TIME						
YEAR	FEMALE		MALE		O/IAW	
2015-16	3618	53%	3266	47%	1	0%
2016-17	3645	52%	3317	48%	2	0%
2017-18	3389	51%	3314	49%	4	0%
2018-19	3340	51%	3232	49%	7	0%
2019-20	3203	52%	2924	48%	6	0%

Part-Time Enrolments by Biological Sex

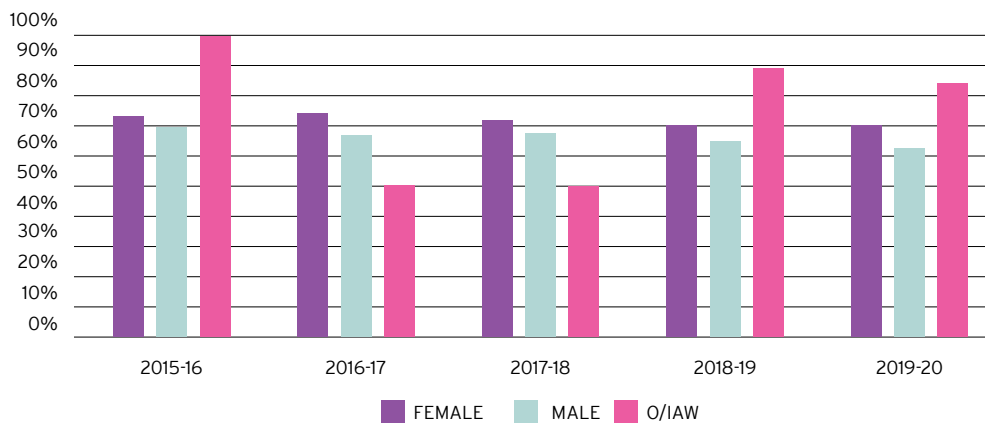


PART TIME								
YEAR	FEMALE		MALE		O/IAW			PNTS
2015-16	9064	51%	8664	49%	2	0%	0	0%
2016-17	6745	45%	8287	55%	3	0%	0	0%
2017-18	7589	49%	7735	50%	12	0%	25	0%
2018-19	9064	47%	10246	53%	15	0%	3	0%
2019-20	7347	49%	7737	51%	8	0%	1	0%

Numbers of male and female students remain relatively evenly split over the last 5 years in FT courses. In PT there is slightly more fluctuation with males being in a slight majority since 2016-17. Very few students declare "in another way" or PNTS. Whilst the male-female split is even overall, this disguises significant imbalances in some subject areas. The course offer may therefore be a significant factor in determining the sex balance. It would perhaps be expected that more female learners would be undertaking PT courses but this is not evident. A review of the part time portfolio may be indicated to ensure that there is a suitable offer to suit regional need.

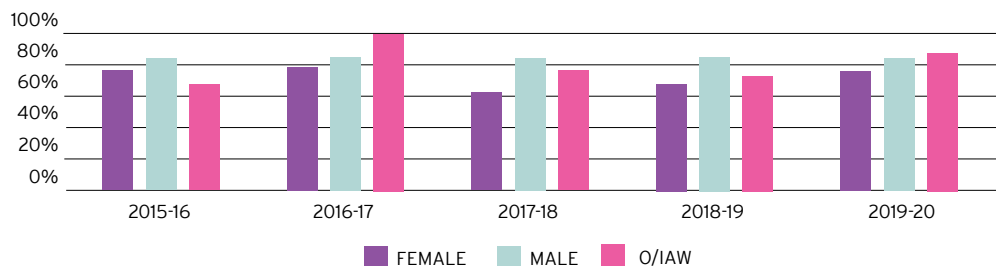
a) Outcome Trends by Biological Sex

FT Complete Success by Biological Sex



FULL TIME COMPLETE SUCCESS					
YEAR	ALL	FEMALE	MALE	O/IAW	PNTS
2015-16	71%	74%	69%	100%	n/a
2016-17	70%	74%	67%	50%	n/a
2017-18	70%	72%	67%	50%	n/a
2018-19	67%	70%	64%	88%	n/a
2019-20	67%	71%	63%	83%	n/a

PT Complete Success by Biological Sex

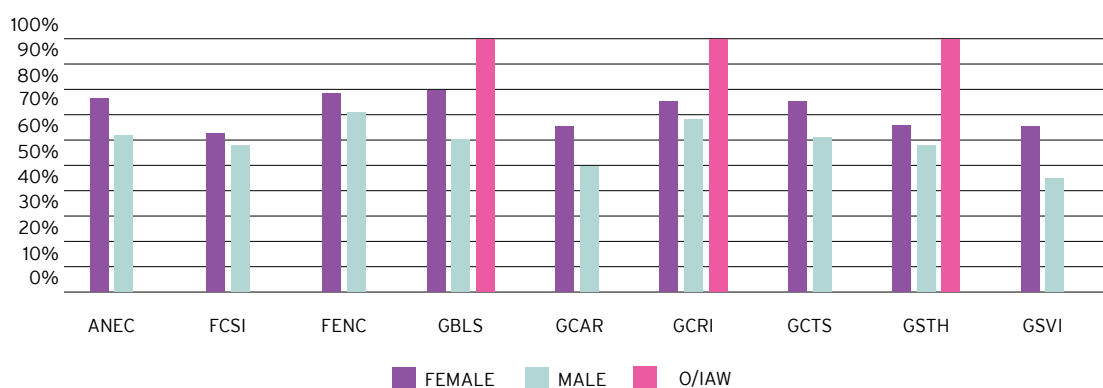


PART TIME COMPLETE SUCCESS					
	ALL	FEMALE	MALE	O/IAW	PNTS
2015-16	82%	77%	85%	67%	n/a
2016-17	82%	78%	86%	100%	n/a
2017-18	72%	59%	85%	77%	100%
2018-19	77%	66%	86%	70%	100%
2019-20	77%	76%	86%	88%	n/a

In FT courses, female students have consistently better outcomes than the male students by 5-8%. This is not mirrored in the PT outcomes where male students have consistently much better success, with attainment gaps of up to 26%. Factor affecting female success in PT programmes need to be investigated but may be related the programmes they undertake.

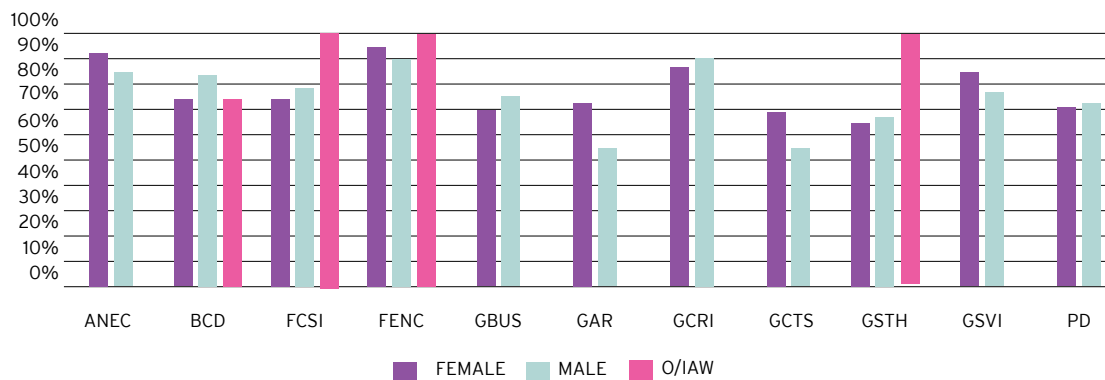
c) **Full time Student Outcomes by Biological Sex per Faculty 2019-20**

FT Success by Biological per Faculty



Faculty	FEMALE		MALE		O/IAW	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	26	77%	421	63%	0	N/A
FCSI	500	63%	160	59%	1	N/A
FENC	52	79%	411	72%	0	N/A
GBUS	637	80%	380	61%	1	100%
GCAR	478	66%	35	51%	0	N/A
GCRI	464	76%	457	69%	3	100%
GCTS	170	76%	511	62%	0	N/A
GSTH	480	66%	309	60%	1	100%
GSVI	396	66%	240	45%	0	N/A

PT Success by Biological Sex per Faculty



Faculty	FEMALE		MALE		O/IAW	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	85	91%	841	85%	0	N/A
BCD	5684	74%	4007	84%	4	75%
FCSI	212	73%	64	78%	1	100%
FENC	429	93%	822	90%	2	100%
GBUS	69	70%	66	74%	0	N/A
GAR	171	71%	11	55%	0	N/A
GCRI	106	95%	75	99%	0	N/A
GCTS	266	79%	398	64%	0	N/A
GSTH	124	65%	118	76%	1	100%
GSVI	141	83%	48	79%	0	N/A
PD	35	71%	42	74%	0	N/A

The imbalance of male:female students in subject areas are evident in both FT and PT courses. Imbalances can be seen at faculty level but are also very apparent at team level and in individual courses. These are consistent with national trends and are persistent in nature. Efforts to date to shift the balance have had little impact.

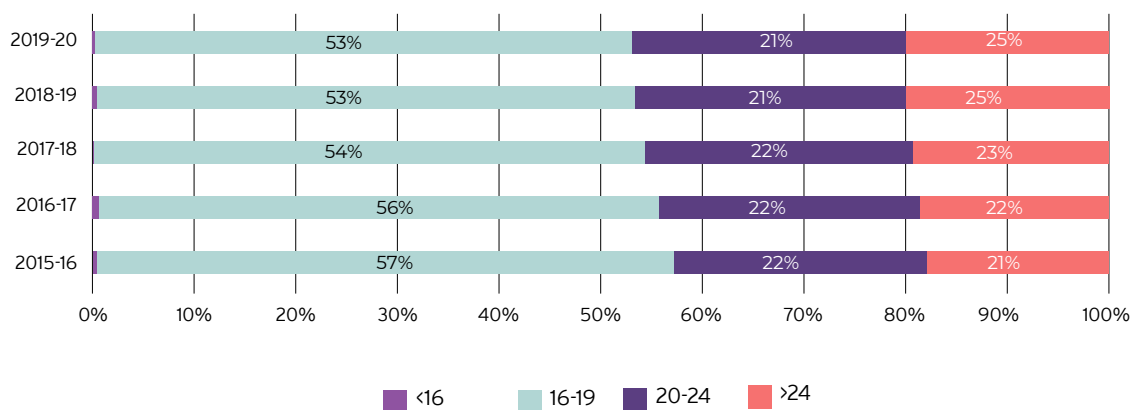
Success rates for female students are better in all faculties, even those where they are in a significant minority (such as engineering and construction), suggesting they have excellent opportunity to succeed once attracted into the subject areas. This is true for FT and PT courses. However, in subject areas where males are in a significant minority (such as care) their success is poorer. Reasons for this need to be investigated.

Success in PT courses is variable, with female being more successful in approximately half the Faculty areas. However, the significant number of PT enrolments in BCD, where females do less well skews overall attainment towards the males. This needs to be investigated but is likely to be due to course performance.

Age

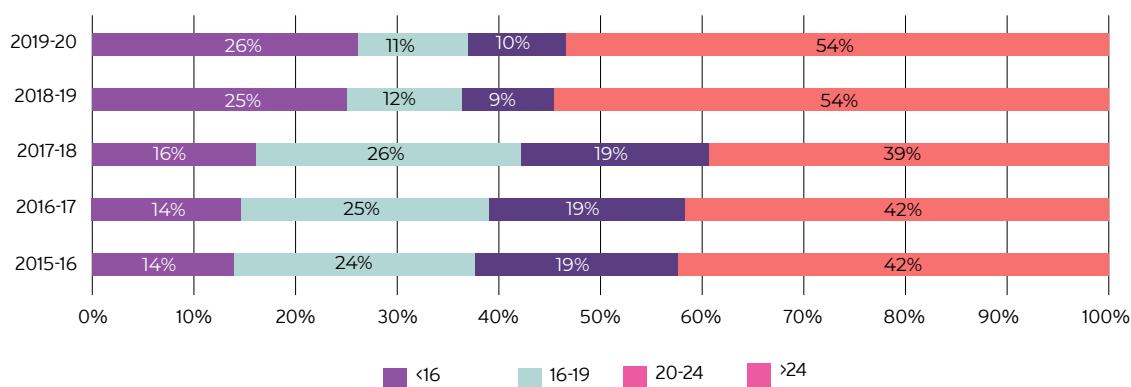
a) Enrolments Trends by Age

Full-Time Enrolments by Age



YEAR	FULL TIME							
	<16		16-19		20-24		>24	
2015-16	33	0%	3931	57%	1505	22%	1416	21%
2016-17	37	1%	3882	56%	1523	22%	1522	22%
2017-18	20	0%	3646	54%	1491	22%	1550	23%
2018-19	27	0%	3502	53%	1412	21%	1638	25%
2019-20	32	1%	3249	53%	1291	21%	1561	25%

Part-Time Enrolments by Age

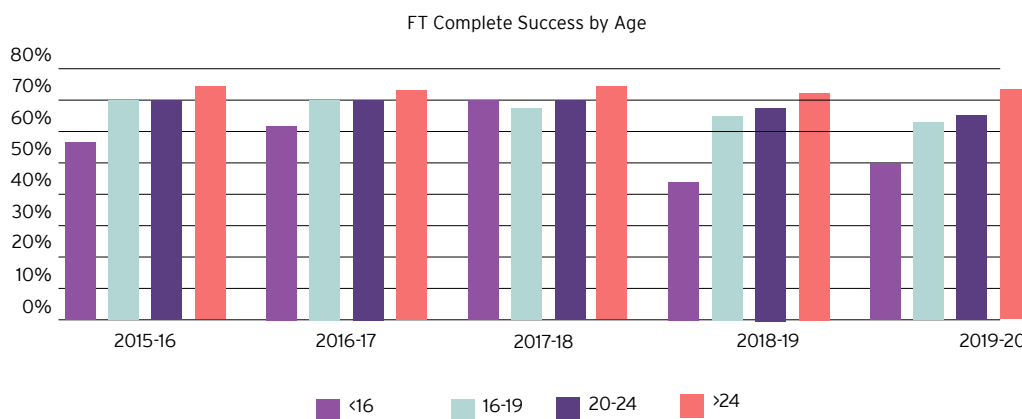


YEAR	PART TIME							
	<16		16-19		20-24		>24	
2015-16	1540	14%	2740	24%	2281	20%	4785	42%
2016-17	1566	14%	2714	25%	2120	19%	4570	42%
2017-18	1723	16%	2730	26%	2000	19%	4166	39%
2018-19	5250	25%	2480	12%	1848	9%	11438	54%
2019-20	3866	26%	1698	11%	1435	10%	8094	54%

Age distribution of FT students has shifted slightly over the last 4 years, with the majority of students (53-57%) being 16-19 years old. However, the number and proportion of 16-19 year olds has decreased slightly over that period, whilst the number and proportion of students over 24 years old has been increasing. There has been a smaller shift in the 20-24 age group, although absolute numbers of those over 20 have dropped this year. A very small number come to college before they are 16 as exceptional entrants. The decline in 16-19 year old enrolments is significant in terms of the College's overall challenges in recruitment, particularly as these students also form a significant population for progression. However, the changing profile of enrolments should be taken into account with respect to marketing of courses and programme design.

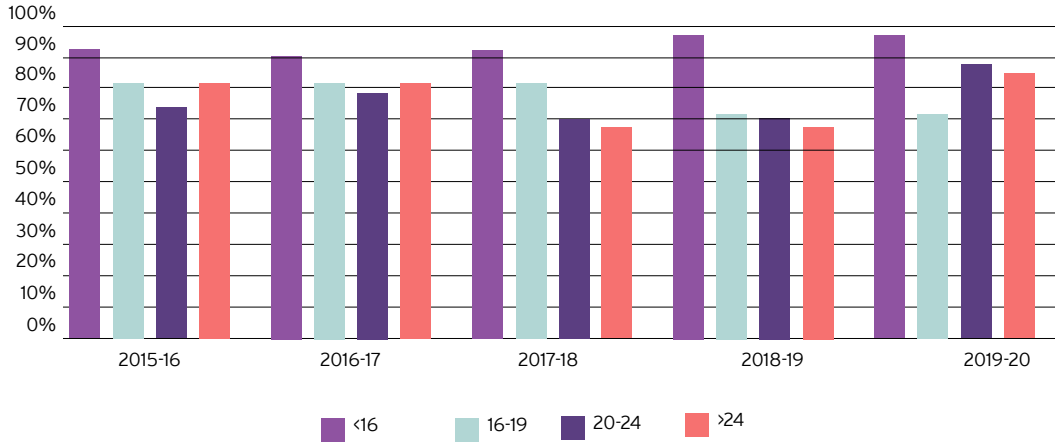
In contrast, the majority of PT students (48-55%) are over 24 years old. Overall numbers of PT students have decreased in 2019-20 although the age distribution has not shifted significantly. This is due to the early cessation of a number of PT programmes as a result of lockdown in March 2020, including some of the short introductory programmes for school pupils (resulting in a drop in under 16 PT enrolments compared to 2018-19). The main increase in the last 3 years is in the over 24 age group and largely as a result of increased participation in upskilling through the FWDF and through Skills Network distance learning programmes.

b) Outcome Trends by Age



FULL TIME					
	ALL	<16	16-19	20-24	>24
2015-16	71%	58%	71%	71%	75%
2016-17	70%	62%	70%	70%	74%
2017-18	70%	70%	68%	70%	75%
2018-19	67%	44%	65%	68%	73%
2019-20	67%	50%	64%	66%	74%

PT Complete Success by Age



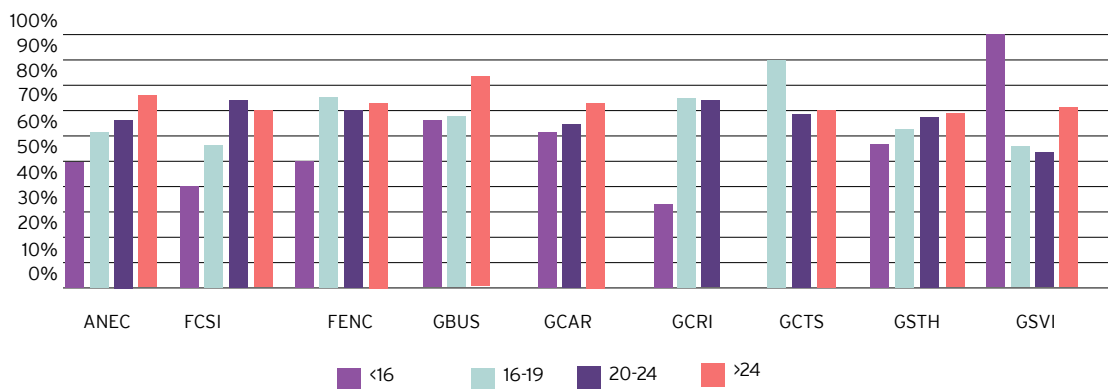
PART TIME					
	ALL	<16	16-19	20-24	>24
2015-16	82%	93%	81%	76%	81%
2016-17	82%	91%	82%	78%	82%
2017-18	72%	91%	82%	71%	66%
2018-19	77%	96%	73%	71%	68%
2019-20	77%	96%	76%	78%	75%

In full time courses, there has been a consistent pattern of increasing likelihood of success with age. This perhaps reflects the increased maturity and commitment of older students who are more likely to have responsibilities and have made a conscious decision to improve their employment choices. The success rates of exceptional entrants (<16) on full time courses is improved on 2018-19 but remains poor. More work needs to be done with partners to address the needs of this vulnerable group and ensure appropriate advice is provided. Success rates are falling year on year across all age groups but is most pronounced in 16-19 year olds, the biggest group. Factors affecting overall success may be affecting this group more than mature learners but more needs to be done to investigate.

Success rates are generally high for PT programmes. In contrast to FT courses, under 16's are very successful on PT programmes. This data includes all enrolments, including non-assessed courses. A proportion of the enrolments for under-16s are not assessed and so success is almost guaranteed but there is also good success in school link programmes such as Skills for Work. Again, in contrast to FT, success rates are progressively lower in each of the age groups. This has been influenced in the last 2 years in particular by the numbers of mature learners on work-related distance learning programmes in care where partial success is very common.

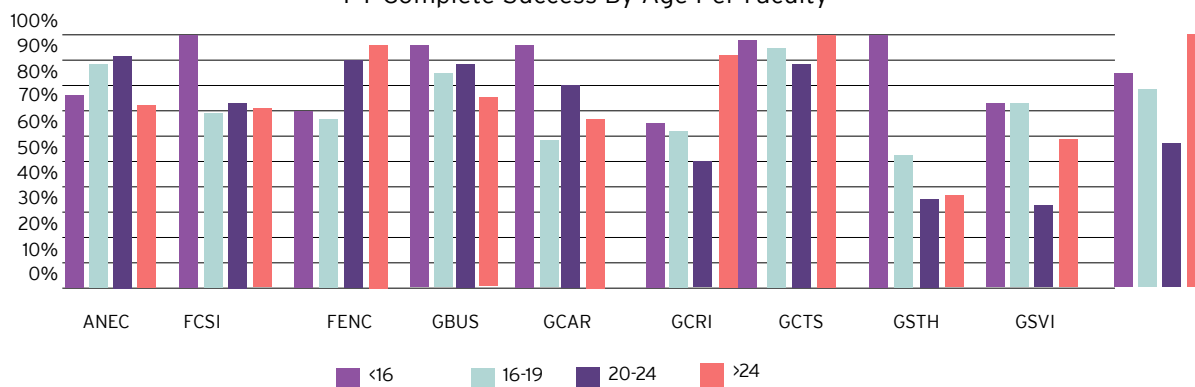
c) **Full time Student Outcomes by Age per Faculty 2019-20**

FT Complete Success by Age Per Faculty



Faculty	<16		16-19		20-24		>24	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	4	50%	259	60%	113	65%	71	75%
FCSI	5	40%	339	55%	89	72%	228	69%
FENC	6	50%	347	73%	61	69%	49	73%
GBUS	0	n/a	372	66%	260	67%	418	82%
GCAR	2	n/a	237	61%	91	64%	183	72%
GCRI	3	33%	513	74%	223	70%	153	73%
GCTS	0	n/a	332	63%	178	67%	171	68%
GSTH	9	56%	456	62%	171	66%	154	67%
GSVI	3	100%	394	55%	105	52%	134	72%

PT Complete Success By Age Per Faculty



Faculty	Enrolment Total	<16		16-19		20-24		>24	
		Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	51	76%	376	89%	291	91%	208	73%	
BCD	2308	100%	333	69%	816	73%	6239	71%	
FCSI	129	71%	91	67%	10	90%	47	96%	
FENC	718	96%	305	86%	120	88%	110	75%	
GBUS	23	96%	53	58%	31	81%	28	68%	
GCAR	61	66%	70	61%	4	50%	47	91%	
GCRI	75	99%	79	95%	9	89%	18	100%	
GCTS	313	99%	172	53%	54	35%	125	38%	
GSTH	93	72%	123	73%	3	33%	24	58%	
GSVI	95	85%	82	79%	7	57%	5	100%	

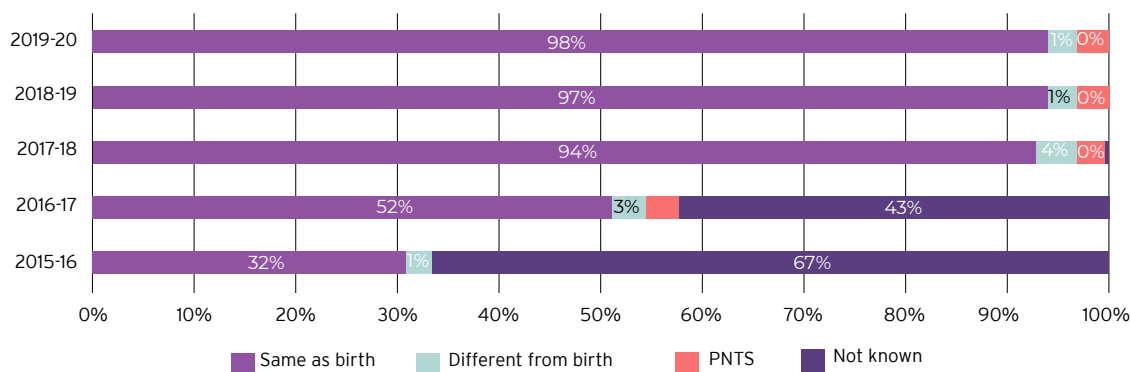
Data at Faculty level for FT courses reflects the general pattern of increasing success for older learners.

For part-time courses, there are fewer obvious trends which probably reflects the diverse nature of the PT provision, the types of learners they attract and the relative success rates of the programmes.

Gender Identity

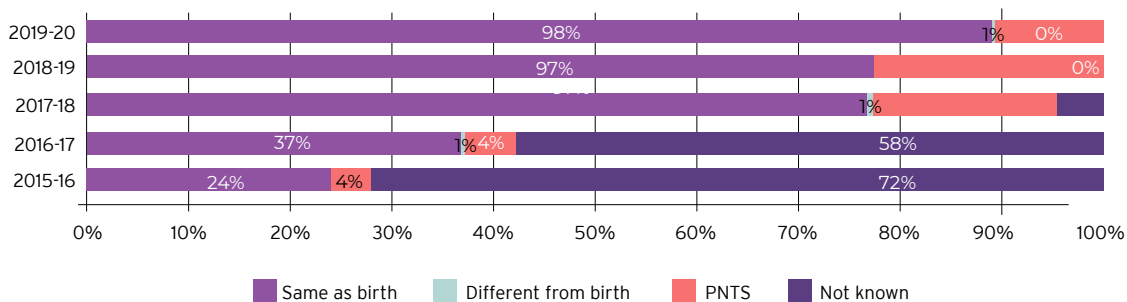
a) Enrolment Trends by Gender Identity

Full-Time Enrolments by Gender Identity



FULL TIME								
YEAR	Same as birth		Different from birth		PNTS		Not known	
	2015-16	2158	32%	88	1%	10	0%	4533
2016-17	3603	52%	238	3%	112	2%	3011	43%
2017-18	6309	94%	284	4%	110	2%	4	0%
2018-19	6414	97%	39	1%	126	2%	0	0%
2019-20	5983	98%	40	1%	110	2%	0	0%

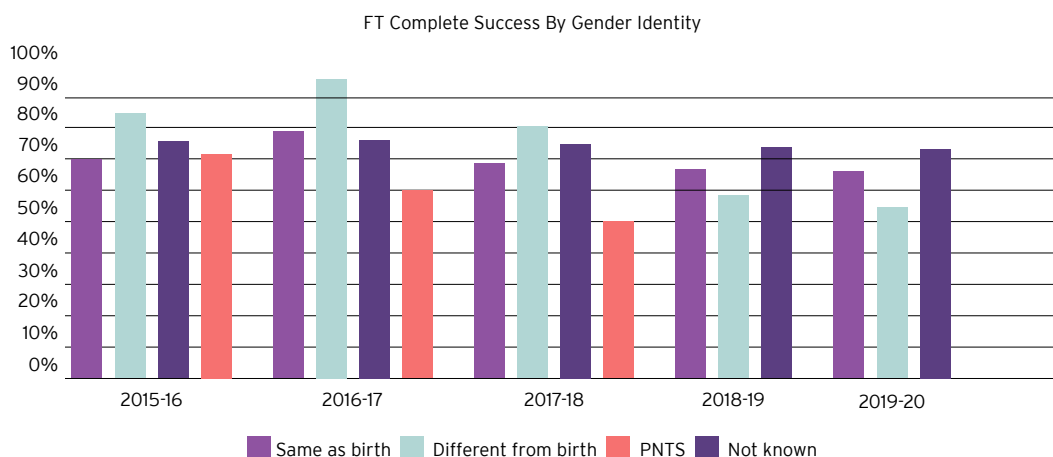
Part-Time Enrolments by Gender Identity



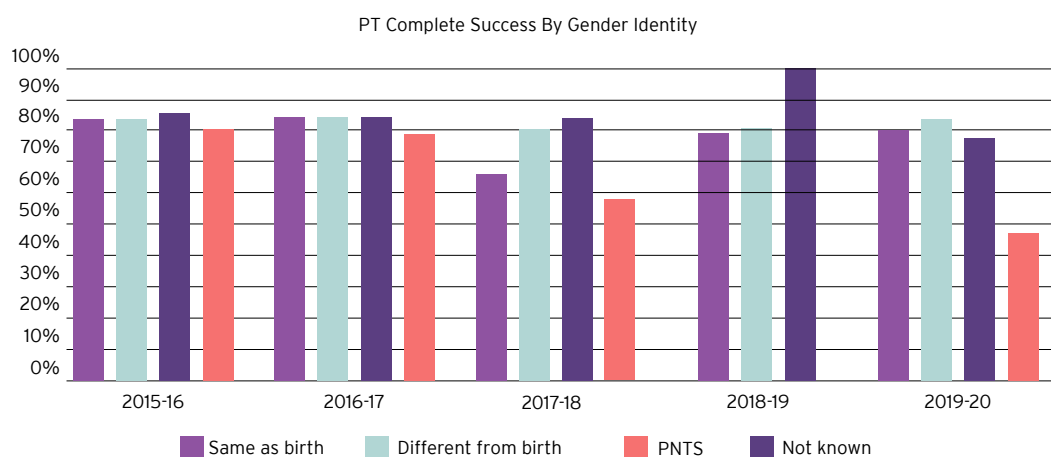
PART TIME								
YEAR	Same as birth		Different from birth		PNTS		Not known	
	2015-16	3715	24%	44	0%	605	4%	11068
2016-17	5612	37%	90	1%	631	4%	8702	58%
2017-18	11903	77%	110	1%	2717	18%	631	4%
2018-19	14898	77%	48	0%	4380	23%	2	0%
2019-20	12362	89%	16	0%	1443	10%	2	0%

Whilst there is only full data for the last 3 years, there are relatively low numbers of FT students identifying as having a different gender from birth. Numbers in 2016-17 and 2017-18 were much higher compared to the last 2 years but the reasons for this are not known. Similar proportions of PT students identify as different from birth. Levels of non-disclosure remain steady in FT, however, the proportion of PT students who are not willing to disclose is much higher. Whilst there has been increasing data collection in the last 3 years, this question is not asked of full cost recovery or school enrolments, the default being PNTS. This has artificially inflated the apparent rates of non-disclosure.

b) Outcome Trends by Gender Identity



	ALL	Same as birth	Different from birth	PNTS	Not known
2015-16	71%	70%	85%	77%	72%
2016-17	70%	78%	96%	76%	60%
2017-18	70%	69%	81%	77%	50%
2018-19	67%	67%	59%	74%	n/a
2019-20	67%	67%	55%	74%	n/a

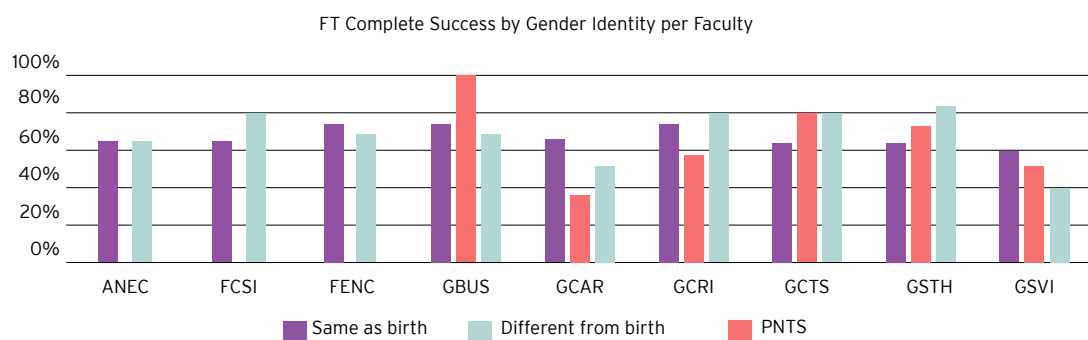


	ALL	Same as birth	Different from birth	PNTS	Not known
2015-16	82%	86%	86%	88%	80%
2016-17	82%	87%	87%	86%	79%
2017-18	72%	70%	80%	83%	58%
2018-19	77%	75%	79%	83%	100%
2019-20	77%	79%	81%	78%	50%

Success rates for those identifying as different from birth are lower than the overall population for FT courses in the last

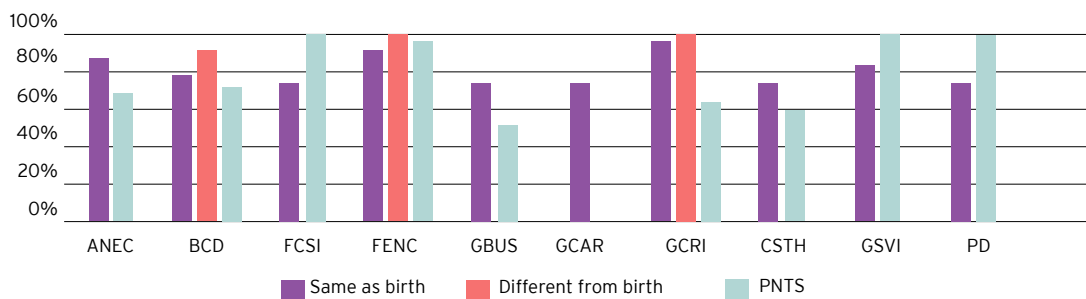
2 years, falling from a previous high. Relatively low absolute numbers will mean this data is subject to more fluctuation and the drop may be related to the numbers identifying as different from birth in these years but further investigation is needed. PT students who identify different from birth, and those who prefer not to disclose have higher success rates than the general population, so no disadvantage is evident for this group.

c) Student Outcomes by Gender Identity per Faculty 2019-20



Faculty	Same as birth		Different from birth		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	440	63%	1	0	6	83%
FCSI	649	62%	2	0	10	80%
FENC	455	73%	2	0	6	67%
GBUS	995	73%	2	100%	21	67%
GCAR	504	65%	3	33%	6	50%
GCRI	883	73%	16	56%	25	80%
GCTS	662	65%	5	80%	14	79%
GSTH	766	63%	7	71%	17	82%
GSVI	629	58%	2	50%	5	40%

PT Complete Success By Gender Identity per Faculty



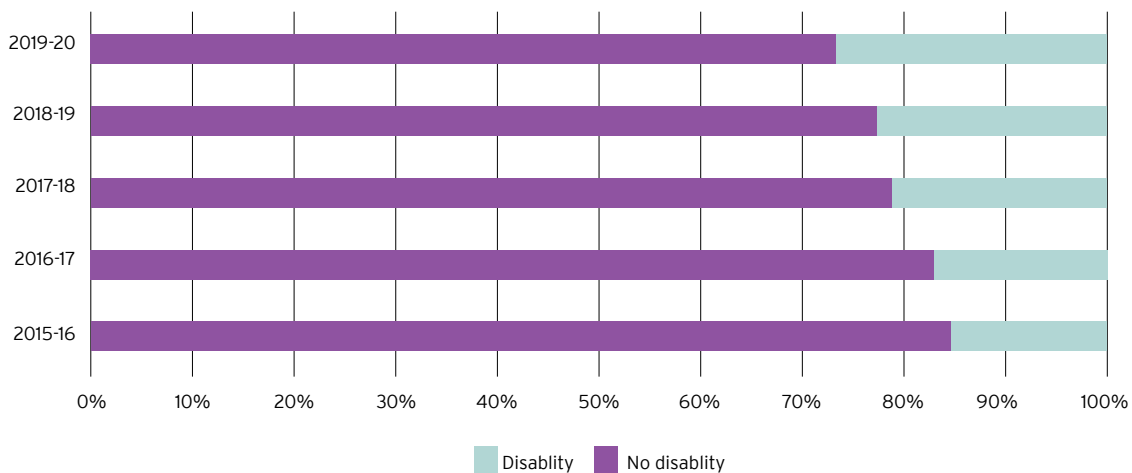
Faculty	Same as birth		Different from birth		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	909	86%	0	n/a	17	71%
BCD	8608	79%	9	89%	1078	74%
FCSI	258	72%	0	n/a	19	100%
FENC	956	89%	1	100%	295	96%
GBUS	133	72%	0	n/a	2	50%
GCAR	180	71%	1	0%	1	0%
GCRI	174	97%	4	100%	3	67%
GCTS	644	71%	0	n/a	20	60%
GSTH	236	71%	1	0	6	83%
GSVI	189	82%	0	n/a	0	n/a
PD	75	72%	0	n/a	2	100%

Success rates per faculty are mixed and reliability is influenced by the low numbers in each area. Low numbers also mean that cases probably need to be monitored individually so staff need to be vigilant for any disclosures. The distribution of those identifying as different from birth is notable, however, with very low/no representation in some subject areas and more in others (such as creative industries). This may reflect wider culture and acceptance issues. Success for PT students where there are significant numbers of identifying different from birth is actually better than the general population (BCD), as is the case for those who prefer not to disclose.

Disability

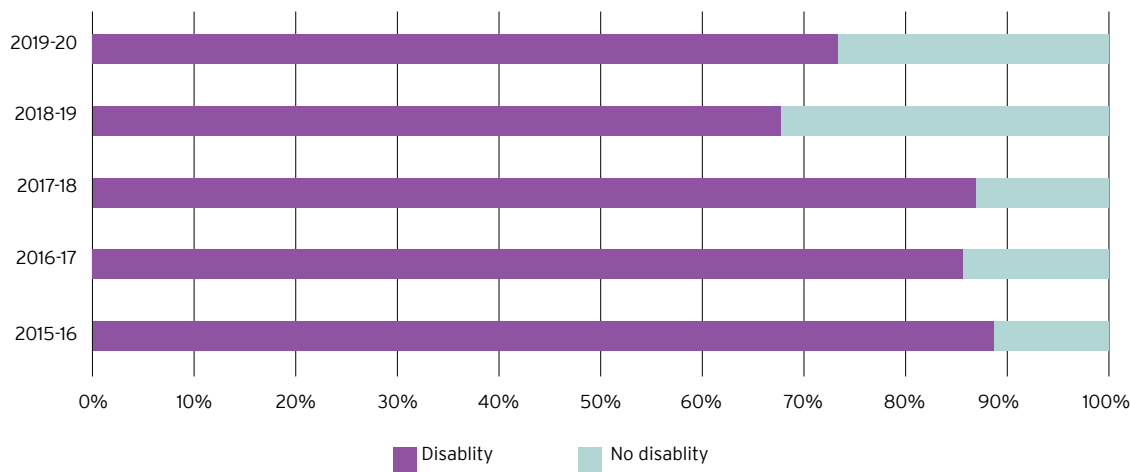
a) Enrolments by Disability

Full-Time Enrolments by Disability



FULL TIME								
YEAR	NO DISABILITY		ALL DISABILITIES		PNTS		MENTAL HEALTH (subset of all disabilities)	
2015-16	5722	83%	1163	17%	13	0%	423	6%
2016-17	5641	81%	1323	19%	12	0%	525	8%
2017-18	5277	79%	1430	21%	15	0%	570	8%
2018-19	5016	76%	1563	24%	31	0%	691	11%
2019-20	4490	73%	1681	27%	83	1%	787	13%

Part-Time Enrolments by Disability



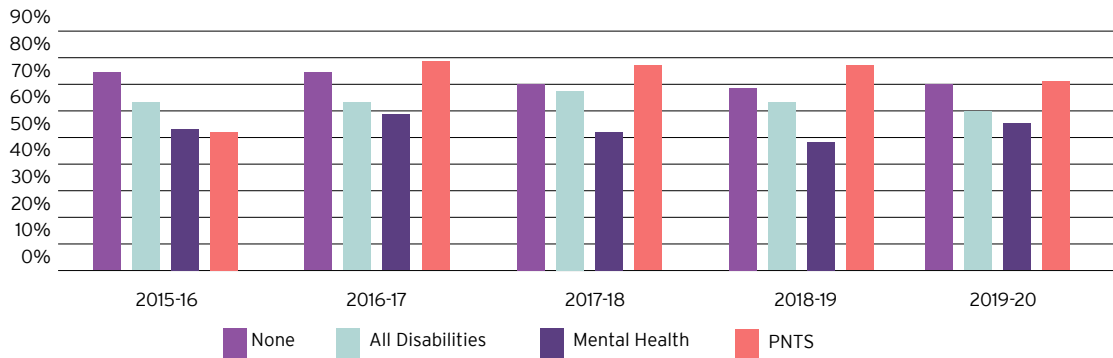
YEAR	PART TIME							
	NO DISABILITY		ALL DISABILITIES		PNTS		MENTAL HEALTH (subset of all disabilities)	
2015-16	13589	88%	1843	12%	28	0%	444	3%
2016-17	12690	84%	2345	16%	22	0%	550	4%
2017-18	13206	86%	2155	14%	27	0%	710	5%
2018-19	13378	69%	5950	31%	3746	19%	671	3%
2019-20	9957	72%	3842	28%	2085	15%	506	4%

The number and proportion of FT students declaring disability, including mental health conditions continues to rise year on year, with non-disclosure rates very low. Disclosure is not subject to verification and so reflects the personal belief of the individual with respect to their disability/condition. However, there is a correlation between those ticking the box and those who do not - this needs attention. In particular, the number of FT students declaring a mental health condition is increasing year on year.

The part time data for 2018-19 shows higher rates of non-disclosure and a sharp increase in the proportion with a non-mental health disability. This is difficult to explain but correlates again with areas with high numbers of school pupils being enrolled and perhaps inexperience in completing the forms. The proportion with mental health conditions is significantly less than in FT courses.

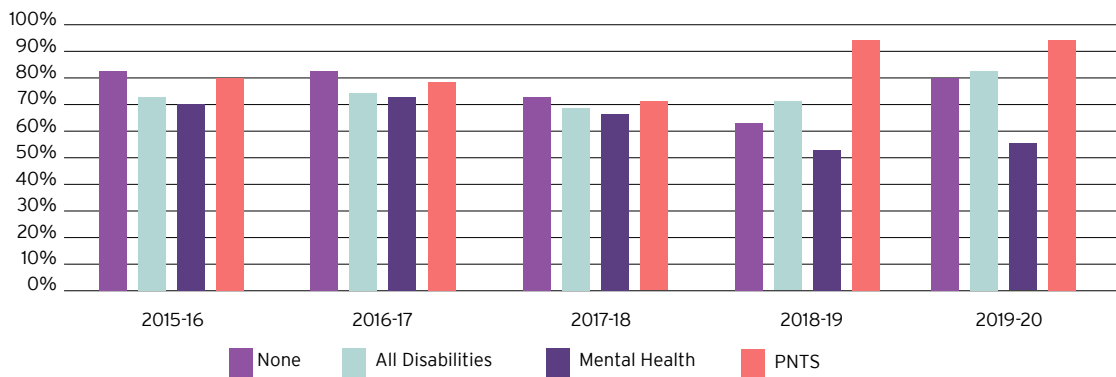
b) *Outcomes by Disability*

FT Complete Success By Disability



FULL TIME					
	ALL	NONE	ALL DISABILITIES	MENTAL HEALTH	PNTS
2015-16	71%	73%	62%	55%	54%
2016-17	70%	72%	64%	59%	79%
2017-18	70%	71%	66%	62%	77%
2018-19	67%	69%	64%	58%	76%
2019-20	67%	70%	60%	55%	71%

PT Complete Success by Disability



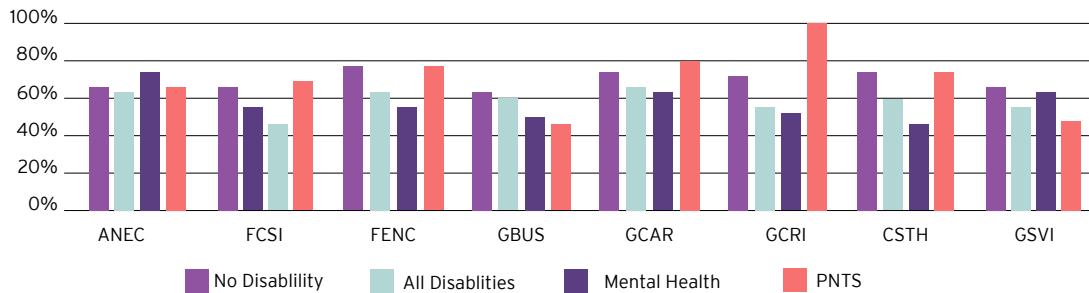
PART TIME					
	ALL	NONE	ALL DISABILITIES	MENTAL HEALTH	PNTS
2015-16	82%	83%	74%	70%	79%
2016-17	82%	84%	75%	74%	89%
2017-18	72%	74%	69%	67%	81%
2018-19	77%	75%	83%	56%	95%
2019-20	82%	81%	83%	53%	94%

Full time students declaring a non-mental health disability were 10% less likely to succeed than those with no disability. Those with declared mental health issues were 15% less likely to complete successfully. These gaps have increased in 2019-20 and may reflect the unequal influence of lockdown on those with disabilities. The increase in the attainment gap over the last 2 years has reversed the improving trend in the attainment gap from the previous 3 years and reflects the need for increasing vigilance with respect to students who declare disability on their enrolment forms. Those with mental health issues are consistently least likely to complete successfully.

In PT groups, those with a disability actually did better than those without a disability in the last 2 years. However, the group with mental health conditions had significantly lower success rates, the attainment gap again growing in 2019-20 to 28%. This does not appear to be related to the non-disclosure or higher rate of non-mental health disability being declared. Further means of supporting this vulnerable group need to be addressed.

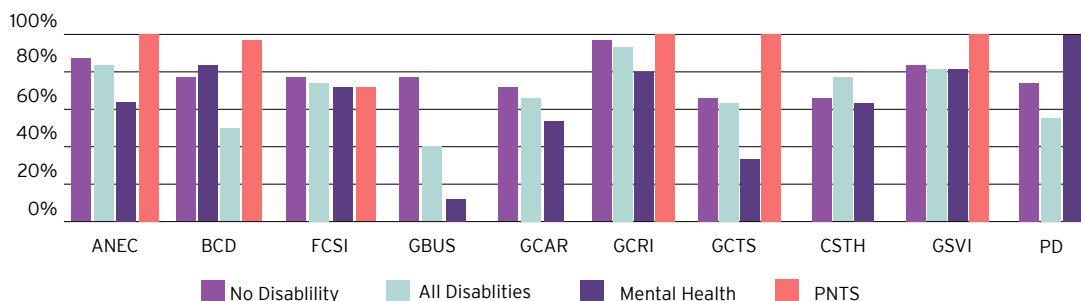
c) **Student Outcomes by Faculty 2019-20**

FT Complete Success by Gender Identity per Faculty



FACULTY	NO DISABILITY		ALL DISABILITIES		MENTAL HEALTH		PNTS	
	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS
AENC	414	63%	70	61%	21	71%	3	67%
FCSI	444	66%	217	54%	103	46%	19	68%
FENC	345	75%	118	65%	32	59%	7	71%
GBUS	865	74%	153	65%	57	54%	24	75%
GCAR	352	67%	161	61%	105	52%	6	50%
GCRI	615	76%	309	67%	170	62%	15	80%
GCTS	484	68%	197	59%	92	54%	1	100%
GSTH	487	68%	304	56%	141	48%	4	75%
GSVI	484	67%	152	55%	66	62%	4	50%

PT Complete Success by Gender Identity per Faculty



FACULTY	NO DISABILITY		ALL DISABILITIES		MENTAL HEALTH		PNTS	
	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS	NO OF ENROLS	% COMPLETE SUCCESS
AENC	833	85%	100	82%	17	65%	3	100%
BCD	6944	78%	2718	82%	335	50%	1646	94%
FCSI	180	76%	97	72%	20	70%	36	69%
FENC	736	90%	518	92%	17	65%	385	96%
GBUS	115	77%	20	40%	8	13%	0	n/a
GCAR	128	73%	55	65%	18	56%	0	n/a
GCRI	142	97%	39	95%	10	80%	5	100%
GCTS	533	71%	132	69%	32	31%	2	100%
GSTH	135	64%	108	79%	32	63%	0	n/a
GSVI	141	82%	48	81%	16	81%	8	100%
PD	70	74%	7	57%	1	100%	0	n/a

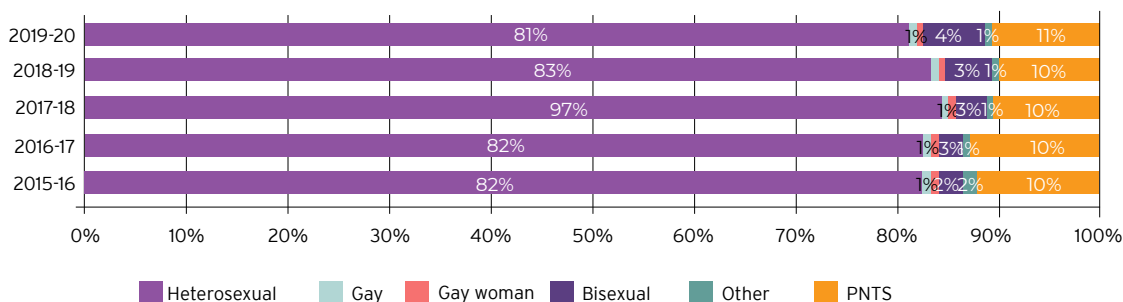
Full time attainment gaps by faculty are quite variable, ranging from 2-12% but students with disabilities are consistently less likely to succeed. For mental health conditions the attainment gap ranges from -20% to -5% in all faculties bar one, where those with mental health had a 8% greater chance of success. These gaps have been explored in faculty reviews but demonstrate a need for the College to continue to work on initiatives to support students with declared disability, particularly mental health.

Gaps for PT students are more variable, as there are low numbers in some faculties and they are influenced by the disclosure rates outlined above. The majority of the outcomes show a general pattern of decline for those with disability and a greater disparity for the subgroup with mental health conditions.

Sexual Orientation

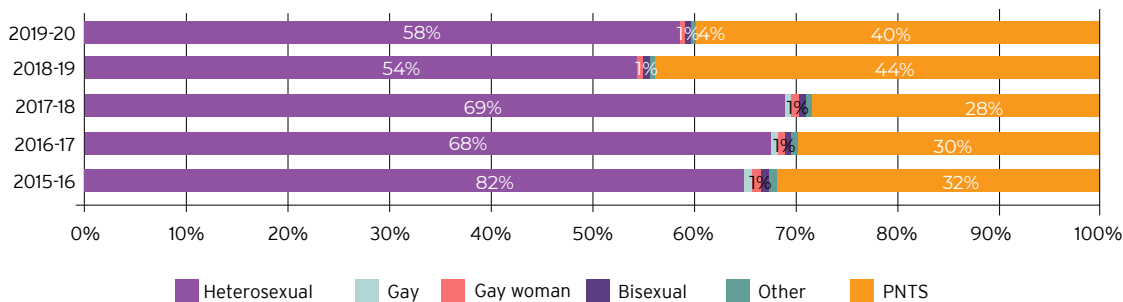
a) **Enrolments by Sexual Orientation**

Part-Time Enrolments by Gender Identity



YEAR	FULL TIME											
	Heterosexual		Gay Man		Gay woman		Bisexual		Other		PNTS	
	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%
2015-16	5637	82%	79	1%	60	1%	148	2%	121	2%	837	12%
2016-17	5707	82%	79	1%	48	1%	187	3%	96	1%	847	12%
2017-18	5625	84%	70	1%	52	1%	213	3%	74	1%	673	10%
2018-19	5480	83%	74	1%	50	1%	228	3%	87	1%	660	10%
2019-20	5008	81%	77	1%	58	1%	275	4%	86	1%	667	11%

Part-Time Enrolments by Sexual Orientation

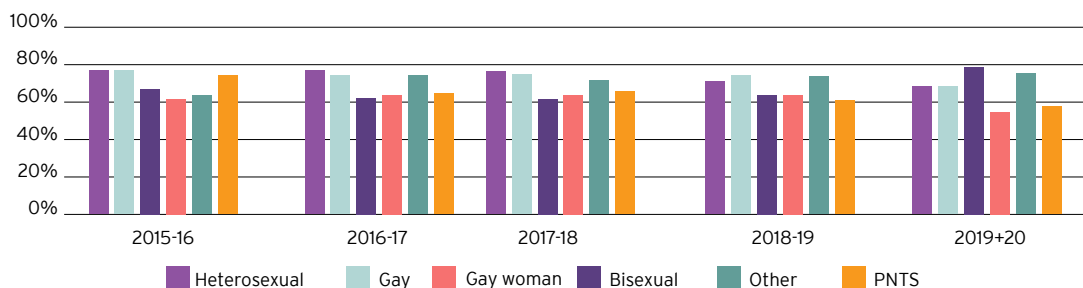


YEAR	PART TIME											
	Heterosexual		Gay Man		Gay woman		Bisexual		Other		PNTS	
	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%	No Enrols	%
2015-16	9743	65%	80	1%	56	0%	148	1%	95	1%	4830	32%
2016-17	10125	68%	75	1%	40	0%	172	1%	91	1%	4460	30%
2017-18	10580	69%	93	1%	76	0%	188	1%	91	1%	4303	28%
2018-19	10434	54%	78	0%	65	0%	173	1%	93	0%	8485	44%
2019-20	8002	58%	26	0%	72	1%	130	1%	74	1%	5465	40%

Numbers and proportions of FT students declaring as heterosexual remain consistent over the last 5 years, with 1% declaring as either gay man or gay woman and 4-5% bisexual or other. This is consistent with available national data. A consistently higher proportion of students still prefer not to disclose this protected characteristic compared to others (10-12%), suggesting that there remains a particular sensitivity around sexual orientation. This is more prevalent in PT students where non-disclosure rates have been between 28-44% in the last 4 years. This again will be as a result of this question not being asked of full cost recovery of school groups and artificial inflation of the PNTS category.

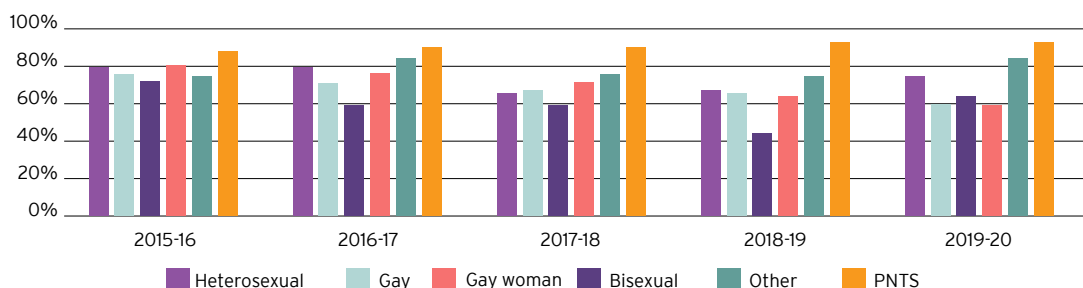
b) *Student Outcomes by Sexual Orientation*

FT Complete Success By Sexual Orientation



FULL TIME							
	ALL	Heterosexual	Gay Man	Gay woman	Bisexual	Other	PNTS
2015-16	71%	72%	72%	68%	61%	64%	69%
2016-17	70%	71%	67%	60%	62%	64%	70%
2017-18	70%	71%	70%	62%	63%	69%	65%
2018-19	67%	68%	69%	66%	65%	69%	61%
2019-20	67%	69%	69%	78%	56%	72%	59%

PT Complete Success By Sexual Orientation

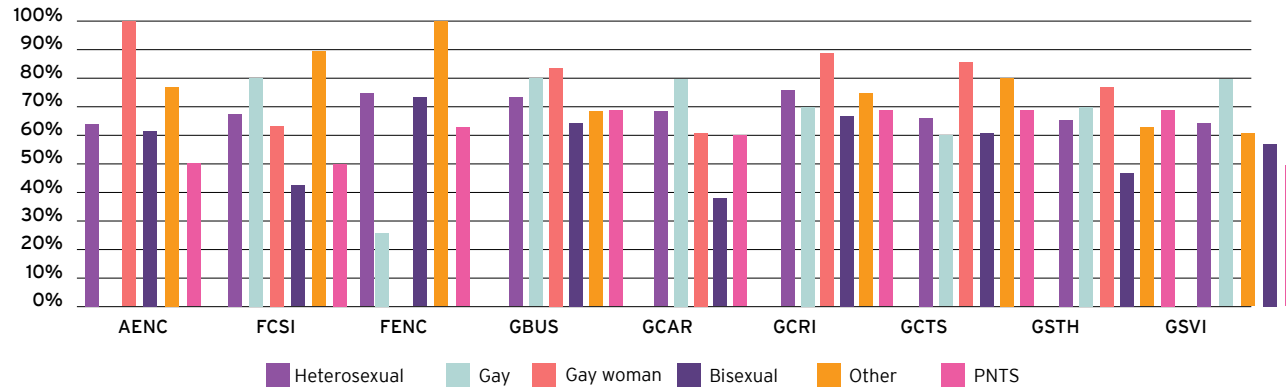


PART TIME							
	ALL	Heterosexual	Gay Man	Gay woman	Bisexual	Other	PNTS
2015-16	82%	78%	75%	71%	80%	75%	88%
2016-17	82%	79%	72%	58%	75%	85%	90%
2017-18	72%	66%	66%	58%	69%	74%	88%
2018-19	77%	65%	64%	43%	63%	75%	91%
2019-20	82%	74%	59%	65%	59%	82%	92%

Outcomes for FT students show a relatively consistent outcome by sexual orientation. In general gay women have done less well until 2019-20 when their success rate was higher. However, this data must be interpreted with caution due to low numbers. Outcomes for PT students are influenced by the same factors as other protected characteristics, with high levels of non-disclosure also being a factor. However, gay men, gay women and bisexuals, are generally less likely to succeed than heterosexuals or those who prefer not to say. More information is needed to help investigate reasons for this.

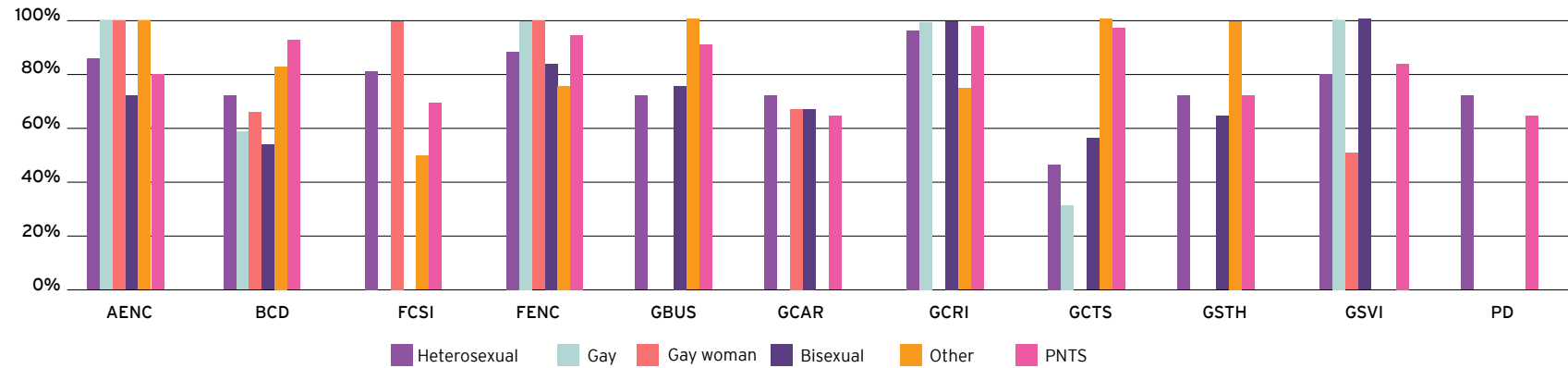
c) *Student outcomes by Sexual Orientation per Faculty 2019-20*

FT Complete Success By Sexual Orientation By Faculty



Faculty	Heterosexual		Gay Man		Gay woman		Bisexual		Other		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	436	64%	0	n/a	2	100%	5	60%	4	75%	37	49%
FCSI	502	66%	5	80%	8	63%	26	42%	8	88%	112	46%
FENC	390	75%	4	25%	0	n/a	7	71%	2	100%	60	62%
GBUS	891	73%	10	80%	6	83%	27	63%	9	67%	75	68%
GCAR	422	68%	5	80%	5	60%	24	38%	7	71%	50	50%
GCRI	666	74%	19	68%	22	86%	86	65%	26	73%	105	68%
GCTS	559	65%	12	58%	6	83%	33	61%	10	80%	61	67%
GSTH	597	64%	17	71%	4	75%	58	47%	13	62%	102	68%
GSVI	545	66%	5	80%	5	60%	9	56%	7	57%	65	49%

PT Complete Success By Sexual Orientation By Faculty

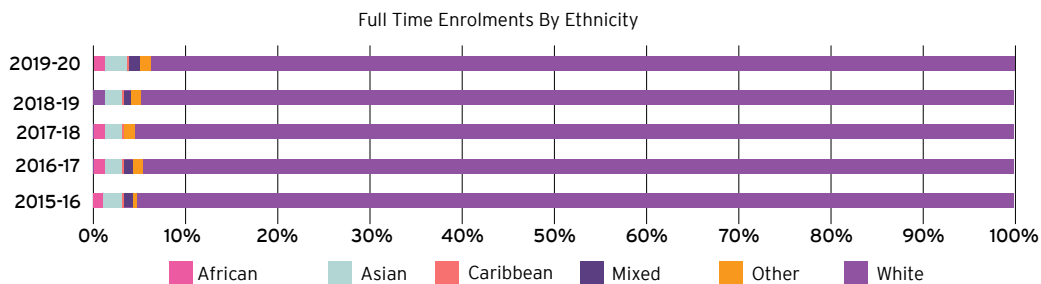


Faculty	Heterosexual		Gay Man		Gay woman		Bisexual		Other		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	827	86%	2	100%	2	100%	7	71%	4	100%	91	79%
BCD	5615	71%	45	58%	62	65%	69	52%	46	83%	3825	92%
FCSI	132	82%	0	n/a	1	100%	5	0%	4	50%	135	70%
FENC	521	88%	1	100%	1	100%	6	83%	8	75%	717	93%
GBUS	101	67%	1	0%	0	n/a	4	75%	1	100%	28	89%
GCAR	90	78%	1	0%	3	67%	6	67%	0	n/a	83	64%
GCRI	82	96%	1	100%	0	n/a	7	100%	4	75%	87	98%
GCTS	316	46%	4	25%	1	0%	13	54%	3	100%	328	95%
GSTH	172	70%	0	n/a	0	n/a	11	64%	4	100%	56	71%
GSVI	80	80%	1	100%	2	50%	2	100%	0	n/a	104	84%
PD	66	74%	0	n/a	0	n/a	0	n/a	0	n/a	11	64%

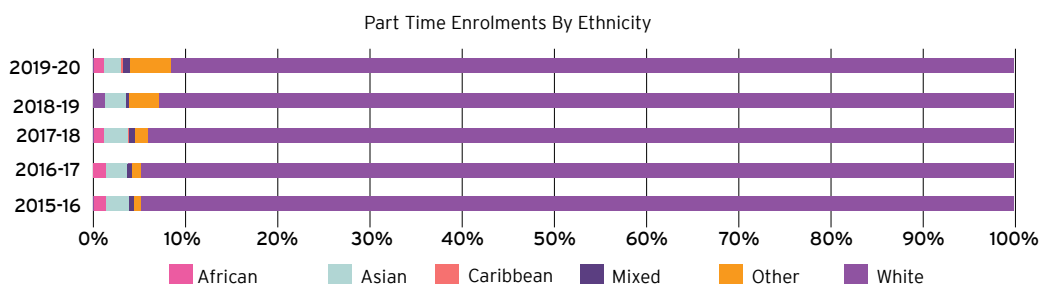
Outcomes by faculty are complicated by low numbers and high levels of non-disclosure and so are difficult to interpret. Where there are more reliable numbers (e.g. PT BCD), the outcomes pattern is similar to overall College, with heterosexuals having better attainment than most other groups. However, numbers of gay, bisexual and other are not evenly distributed across subject areas. As with gender identification, there may be cultural and societal issues associated with this.

Ethnicity

a) *Enrolment Trends by Ethnicity*



YEAR	African		Asian		Caribbean		Mixed		Other		White	
	Enrols	%	Enrols	%	Enrols	%	Enrols	%	Enrols	%	Enrols	%
2015-16	73	1%	143	2%	13	0%	62	1%	35	1%	6558	95%
2016-17	84	1%	140	2%	11	0%	61	1%	66	1%	6602	95%
2017-18	82	1%	134	2%	6	0%	65	1%	4	0%	6360	96%
2018-19	85	1%	126	2%	7	0%	57	1%	63	1%	6241	95%
2019-20	92	1%	140	2%	9	0%	71	1%	77	1%	5806	94%

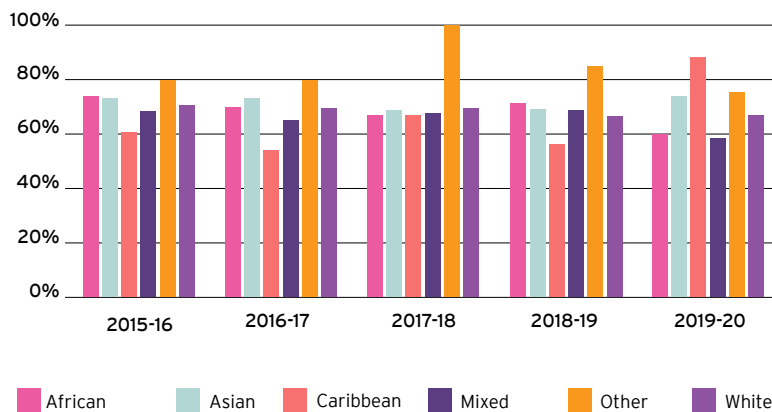


PART TIME												
YEAR	African		Asian		Caribbean		Mixed		Other		White	
	Enrols	%	Enrols	%	Enrols	%	Enrols	%	Enrols	%	Enrols	%
2015-16	200	1%	335	2%	13	0%	75	0%	93	1%	14710	95%
2016-17	192	1%	303	2%	15	0%	66	0%	131	1%	14317	95%
2017-18	172	1%	342	2%	17	0%	90	1%	183	1%	14517	95%
2018-19	190	1%	367	2%	17	0%	73	0%	561	3%	18120	94%
2019-20	118	1%	248	2%	19	0%	87	1%	556	4%	12790	93%

Data for ethnic origin reflect the relative lack of diversity in the College population, with a consistent 93-96% of students being of "white" origin. This category includes students from the UK as well as many of those from the European Union countries and so there is diversity within this category but there remain very few students with African, Asian, Caribbean, mixed or "other" ethnic origins. This is consistent with available regional census data which indicates a 95% white population across Aberdeen City and Shire (although this is now quite dated).

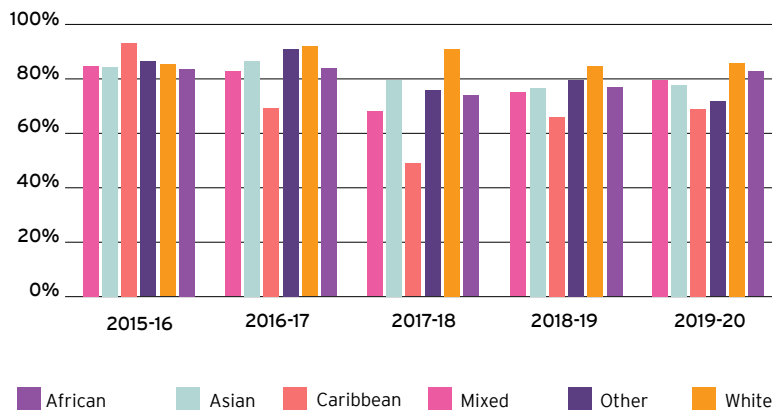
b) *Student Outcomes by Ethnicity*

FT Success by Ethnicity



FULL TIME							
	ALL	African	Asian	Caribbean	Mixed	Other	White
2015-16	71%	75%	75%	62%	69%	80%	71%
2016-17	70%	71%	74%	55%	66%	80%	70%
2017-18	70%	67%	71%	67%	68%	100%	70%
2018-19	67%	72%	71%	57%	70%	86%	67%
2019-20	67%	60%	75%	89%	59%	75%	67%

PT Success by Ethnicity

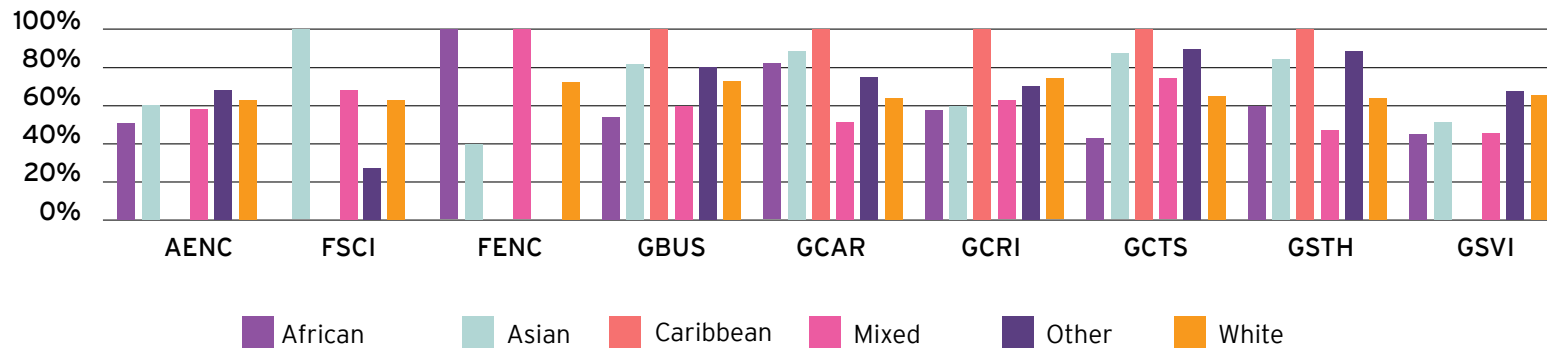


PART TIME							
	ALL	African	Asian	Caribbean	Mixed	Other	White
2015-16	82%	83%	83%	92%	85%	83%	82%
2016-17	82%	81%	85%	67%	89%	90%	82%
2017-18	72%	66%	78%	47%	74%	89%	72%
2018-19	77%	73%	75%	65%	81%	85%	76%
2019-20	82%	78%	76%	68%	71%	84%	82%

Low numbers of enrolments means any interpretation of outcome data - even at College level - must be treated with caution. No clear pattern emerges from the data although it suggests that ethnic groups generally do as well as or better than the overall population in FT courses with the exception of those of Caribbean origin, who tend to be less likely to succeed in FT courses (but there are few of them). The data for 2019-20 seems to show a slightly different trend - this may be COVID related or an anomaly of low numbers so care is needed in interpretation.

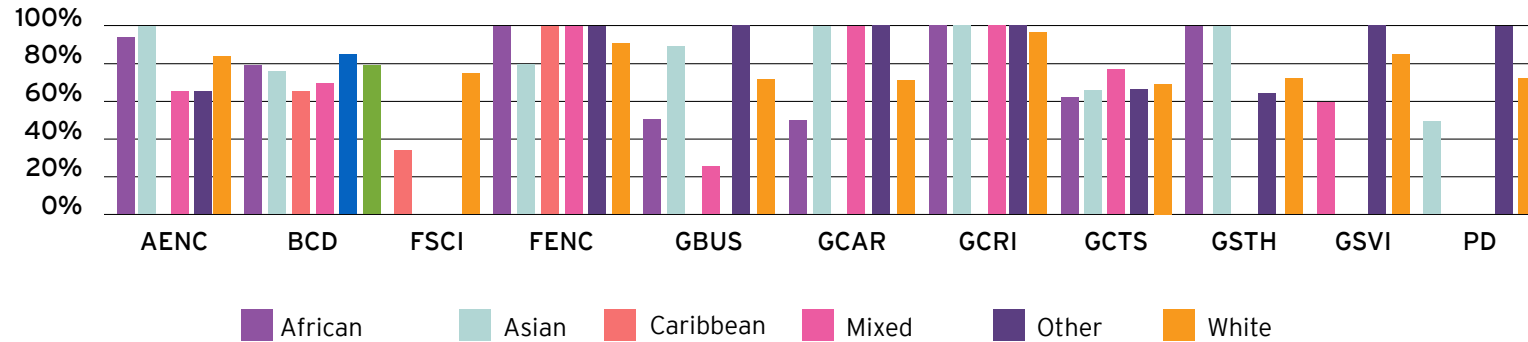
c) **Student Outcome by Ethnicity per Faculty 2019-20**

FT Success By Ethnicity Per Faculty



FULL TIME												
FACULTY	African		Asian		Caribbean		Mixed		Other		White	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	6	50%	18	61%	1	0%	7	57%	3	67%	473	62%
FCSI	2	0%	1	100%	0	n/a	3	67%	4	25%	651	63%
FENC	2	100%	5	40%	0	n/a	1	100%	0	n/a	455	73%
GBUS	23	52%	48	81%	3	100%	10	60%	28	79%	906	73%
GCAR	22	82%	9	89%	0	n/a	2	50%	4	75%	476	64%
GCRI	7	57%	17	59%	1	100%	13	62%	13	69%	873	73%
GCTS	13	38%	23	87%	1	100%	15	73%	10	90%	619	64%
GSTH	10	60%	13	85%	3	100%	11	45%	9	89%	745	63%
GSVI	7	43%	6	50%	0	n/a	9	44%	6	67%	608	65%

FT Success By Ethnicity Per Faculty



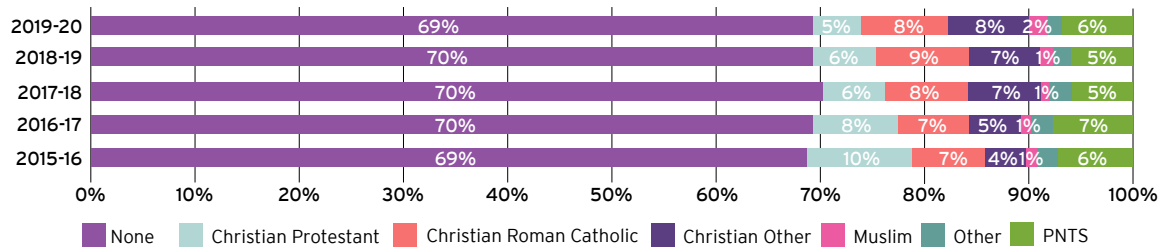
PART TIME												
FACULTY	African		Asian		Caribbean		Mixed		Other		White	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	15	93%	12	100%	0	n/a	6	67%	14	64%	907	84%
BCD	66	79%	176	76%	17	65%	49	69%	518	84%	8834	79%
FCSI	0	n/a	3	33%	0	n/a	2	0%	1	0%	271	76%
FENC	3	100%	5	80%	2	100%	3	100%	6	100%	1235	91%
GBUS	3	67%	9	89%	0	n/a	4	25%	3	100%	116	72%
GCAR	2	50%	1	100%	0	n/a	1	100%	1	100%	178	70%
GCRI	3	100%	4	100%	0	n/a	5	100%	2	100%	167	96%
GCTS	21	62%	30	67%	0	n/a	17	76%	6	67%	591	71%
GSTH	3	100%	1	100%	0	n/a	0	n/a	3	67%	236	70%
GSVI	2	0%	5	60%	0	n/a	0	n/a	1	100%	181	83%
PD	0	n/a	2	50%	0	n/a	0	n/a	1	100%	74	73%

Small numbers make interpretation of data at Faculty level unreliable. Course and faculty reviews will look into this more specifically in each subject area.

RELIGIOUS BELIEF

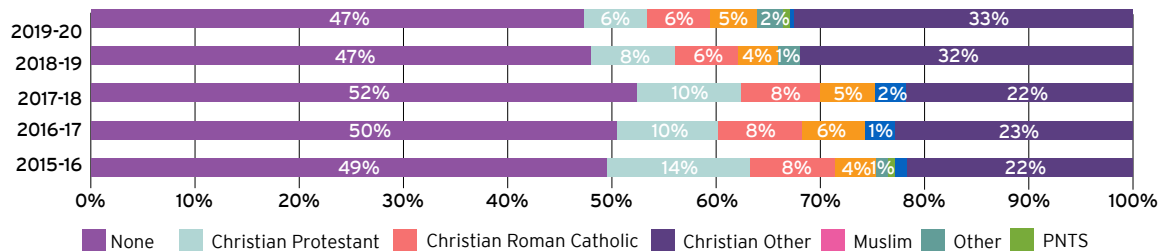
a) *Enrolment Trends by Religious Belief*

Full Time Enrolment By Religious Belief



FULL TIME																						
YEAR	None		Christian Protestant		Christian Roman Catholic		Christian Other		Muslim		Buddhist		Sikh		Jewish		Hindu		Other		PNTS	
2015-16	4781	69%	698	10%	464	7%	291	4%	59	1%	30	0%	0	0%	4	0%	8	0%	106	2%	444	6%
2016-17	4857	70%	548	8%	492	7%	375	5%	64	1%	25	0%	1	0%	5	0%	9	0%	111	2%	477	7%
2017-18	4691	70%	400	6%	568	8%	460	7%	76	1%	20	0%	0	0%	6	0%	12	0%	111	2%	362	5%
2018-19	4576	70%	363	6%	570	9%	491	7%	82	1%	19	0%	2	0%	6	0%	11	0%	107	2%	351	5%
2019-20	4287	69%	298	5%	522	8%	484	8%	99	2%	23	0%	3	0%	9	0%	13	0%	94	2%	363	6%

Part Time Enrolment by Religious Belief



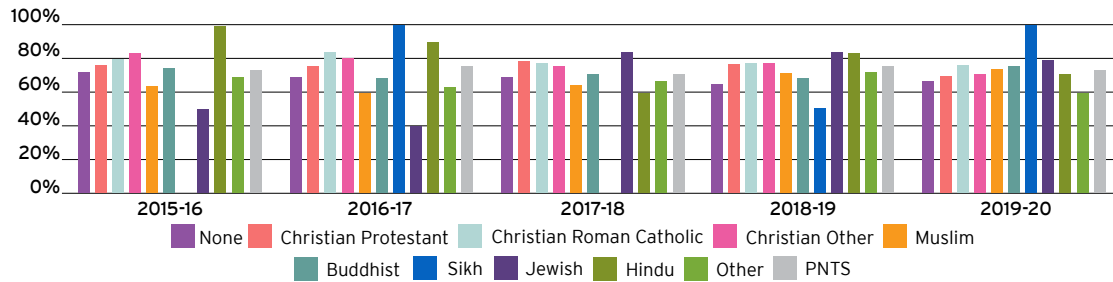
PART TIME																						
YEAR	None		Christian Protestant		Christian Roman Catholic		Christian Other		Muslim		Buddhist		Sikh		Jewish		Hindu		Other		PNTS	
2015-16	7345	49%	2114	14%	1157	8%	556	4%	195	1%	80	1%	4	0%	11	0%	43	0%	166	1%	3383	22%
2016-17	7415	50%	1515	10%	1129	8%	902	6%	222	1%	65	0%	5	0%	8	0%	39	0%	254	2%	3407	23%
2017-18	7969	52%	1531	10%	1179	8%	777	5%	233	2%	66	0%	1	0%	9	0%	37	0%	166	1%	3377	22%
2018-19	9170	47%	1552	8%	1134	6%	819	4%	290	1%	43	0%	13	0%	12	0%	56	0%	137	1%	6302	32%
2019-20	7028	47%	928	6%	900	6%	702	5%	361	2%	49	0%	19	0%	5	0%	42	0%	98	1%	4954	33%

The proportion of FT students with religious beliefs has been relatively constant over the last 5 years, the majority of students having no belief (69-70%). Of the remaining 30%, almost all are Christians with a small proportion of Muslims and those identifying as "other". A small number of students prefer not to say (5-7%). The 2011 census data suggest that the proportion having no belief in College is higher than the general population (approximately 45% of the census population having no belief). The main difference is in the proportion of Christian Protestants which is much higher in the census (approximately 30%). This may be related to the age profile of the college students or the vintage of the data. The minority religious group representation seems to be in accordance with the regional data. Non-disclosure in FT students at 5-7% is not particularly high but does suggest some sensitivity.

The PT breakdown is closer to the census in terms of representation but is skewed by the levels of non-disclosure since there are significantly more PT students who “prefer not to say” (22-32%). This is because a significant number of PT students are not asked the question.

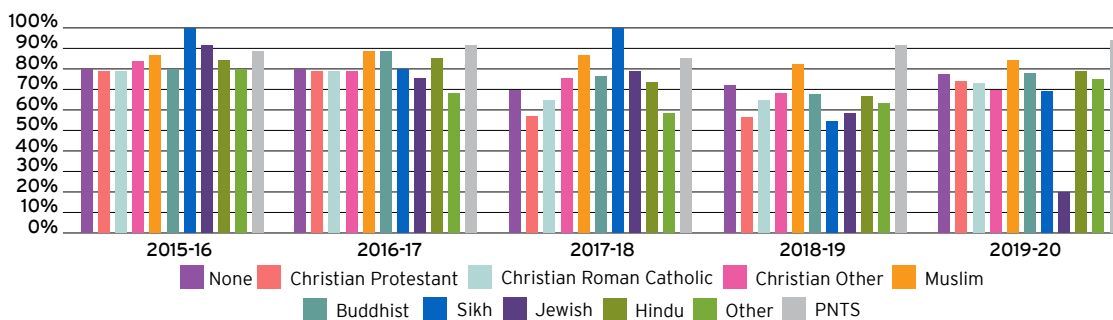
b) Student outcomes by religious belief

FT Complete Success By Religious Belief



FULL TIME												
	ALL	None	Christian Protestant	Christian Roman Catholic	Christian Other	Muslim	Buddhist	Sikh	Jewish	Hindu	Other	PNTS
2015-16	71%	70%	75%	79%	82%	63%	73%	N/A	50%	100%	69%	72%
2016-17	70%	68%	74%	83%	79%	58%	68%	100%	40%	89%	62%	74%
2017-18	70%	68%	77%	76%	74%	63%	70%	N/A	83%	58%	66%	70%
2018-19	67%	64%	75%	76%	76%	71%	68%	50%	83%	82%	71%	74%
2019-20	67%	65%	69%	75%	70%	73%	74%	100%	78%	69%	59%	72%

PT Complete Success by Religious Belief

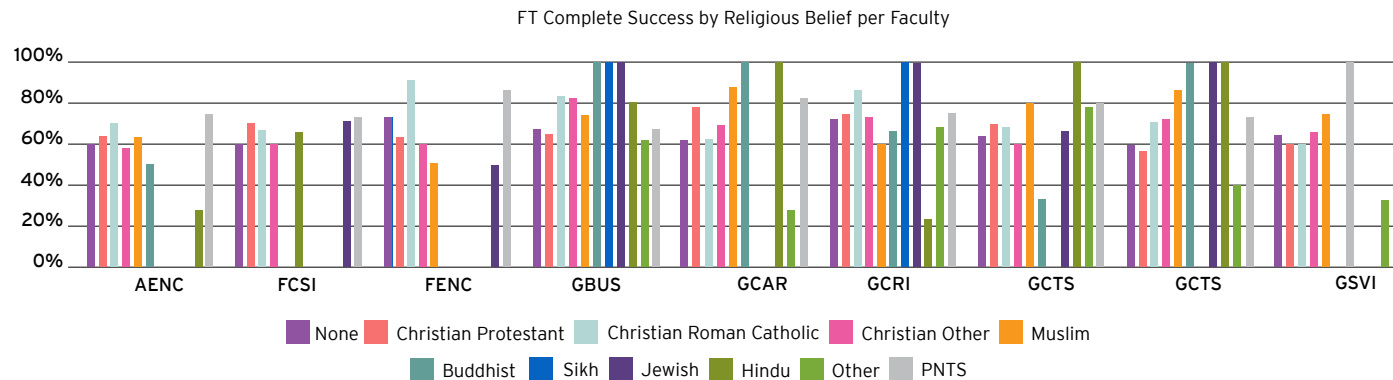


PART TIME												
	ALL	None	Christian Protestant	Christian Roman Catholic	Christian Other	Muslim	Buddhist	Sikh	Jewish	Hindu	Other	PNTS
2015-16	82%	79%	78%	78%	83%	86%	80%	100%	91%	84%	80%	88%
2016-17	82%	80%	78%	78%	78%	88%	88%	80%	75%	85%	67%	91%
2017-18	72%	70%	57%	65%	74%	86%	76%	100%	78%	73%	58%	85%
2018-19	77%	72%	56%	65%	68%	82%	67%	54%	58%	66%	63%	91%
2019-20	82%	77%	74%	73%	69%	84%	78%	68%	20%	79%	75%	94%

Full time students who disclose a religion (with the exception of “other”) tend to be more successful than the non-religious population, although results between Christian denominations vary. Results for other religions are also better for 2019-20 but have been mixed. This is influenced by relatively small numbers and subject to fluctuation.

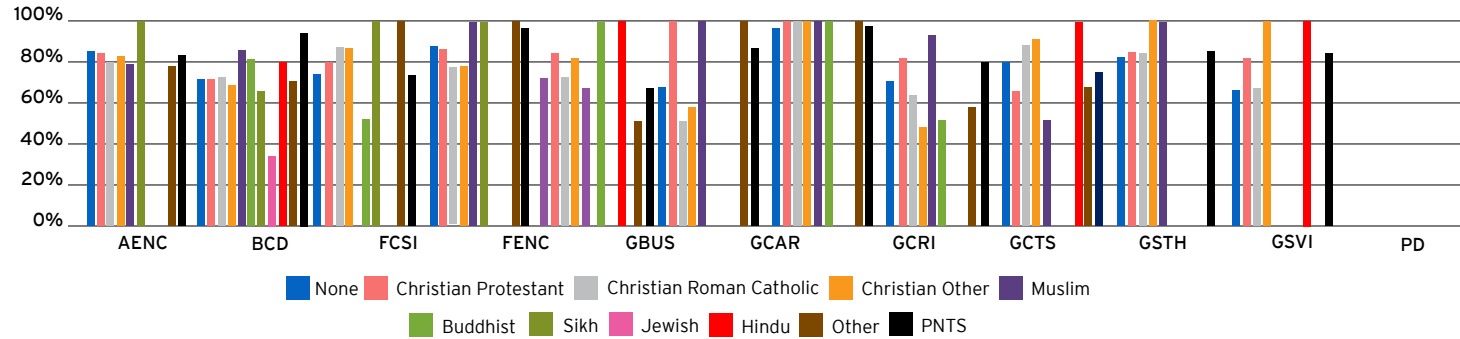
Part time successful outcomes have improved for the bigger groups in 2019-20, results in previous years being influenced by the large number of partial successes in some of the distance learning programmes, in common with the age and sex characteristic outcomes. All interpretation has to be done cautiously as a result of very small numbers in some minority groups.

c) **Student Outcome by Religious Belief per Faculty 2019-20**



FULL TIME																						
FACULTY	None		Christian Protestant		Christian Roman Catholic		Christian Other		Muslim		Buddhist		Sikh		Jewish		Hindu		Other		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	397	61%	17	65%	34	71%	17	59%	11	64%	2	50%	0	n/a	0	n/a	0	n/a	7	29%	23	74%
FCSI	428	60%	34	71%	58	67%	69	59%	2	0%	3	67%	0	n/a	1	0%	0	n/a	14	71%	52	73%
FENC	377	73%	19	63%	11	91%	27	59%	4	50%	0	n/a	0	n/a	0	n/a	0	n/a	4	50%	21	86%
GBUS	504	67%	43	65%	204	83%	119	82%	43	74%	9	100%	1	100%	2	100%	5	80%	8	63%	80	68%
GCAR	366	62%	47	79%	38	63%	29	69%	8	88%	1	100%	0	n/a	0	n/a	1	100%	7	29%	16	81%
GCRI	665	72%	53	75%	43	86%	63	73%	5	60%	3	67%	1	100%	1	100%	4	25%	25	68%	61	75%
GCTS	478	64%	27	70%	56	64%	49	59%	15	80%	3	33%	0	n/a	3	67%	2	100%	14	79%	34	79%
GSTH	577	61%	26	58%	45	71%	64	72%	7	86%	1	100%	0	n/a	2	100%	1	100%	12	42%	56	73%
GSVI	495	66%	32	59%	33	61%	47	66%	4	75%	1	0%	1	100%	0	n/a	0	n/a	3	33%	20	40%

PT Complete Success by Religious Belief per Faculty



PART TIME																						
FACULTY	None		Christian Protestant		Christian Roman Catholic		Christian Other		Muslim		Buddhist		Sikh		Jewish		Hindu		Other		PNTS	
	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %	Enrolment Total	Success %
AENC	729	85%	36	83%	49	80%	33	82%	23	78%	2	100%	0	n/a	0	n/a	0	n/a	13	77%	69	83%
BCD	3761	71%	710	71%	739	72%	554	68%	304	85%	39	82%	17	65%	3	33%	36	81%	56	70%	3443	93%
FCSI	199	73%	10	80%	8	88%	14	86%	2	0%	2	50%	1	100%	0	n/a	0	n/a	4	100%	37	73%
FENC	613	87%	63	87%	17	76%	27	78%	4	100%	1	100%	0	n/a	0	n/a	0	n/a	2	100%	527	97%
GBUS	90	71%	6	83%	7	71%	11	82%	6	67%	1	0%	1	100%	0	n/a	2	100%	2	50%	9	67%
GCAR	144	67%	14	100%	4	50%	7	57%	3	100%	0	n/a	0	n/a	0	n/a	0	n/a	4	100%	7	86%
GCRI	121	96%	9	100%	6	100%	5	100%	3	100%	1	100%	0	n/a	0	n/a	0	n/a	3	100%	33	97%
GCTS	428	70%	28	82%	49	63%	32	47%	13	92%	2	50%	0	n/a	1	0%	2	0%	7	57%	103	80%
GSTH	185	70%	14	64%	8	88%	10	90%	2	50%	1	0%	0	n/a	0	n/a	1	100%	3	67%	19	74%
GSVI	161	81%	6	83%	6	83%	2	100%	1	100%	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	13	85%
PD	41	66%	16	81%	3	67%	3	100%	0	n/a	0	n/a	0	n/a	1	0%	1	100%	0	n/a	12	83%

Small numbers make interpretation of data at Faculty level unreliable, with some minority groups not represented at all. In BCD, where there are higher numbers, there is a range of success but most groups appear to do as well as, or better than those with no belief.

GLOSSARY OF ABBREVIATIONS

Faculty Titles

- AENC - Automotive, Engineering and Construction (Altness)
- ASET - Aberdeen Skills and Enterprise Training (Commercial)
- BCD - Business and Community Development
- FCSI - Care and Service Industries (Fraserburgh)
- FENC - Engineering, Automotive, Science, Computing and Construction (Fraserburgh)
- GBUS - Business (City)
- GCAR - Care (City)
- GCRI - Creative industries (City)
- GCTS - Computing and Science (City)
- GSTH - Social Science, Hospitality & Travel, Learning Opportunities (City)
- GSVI - Service Industries (City)
- PD - Professional Development

Group characteristics

- PNTS - prefer not to say
- IAW - in another way