



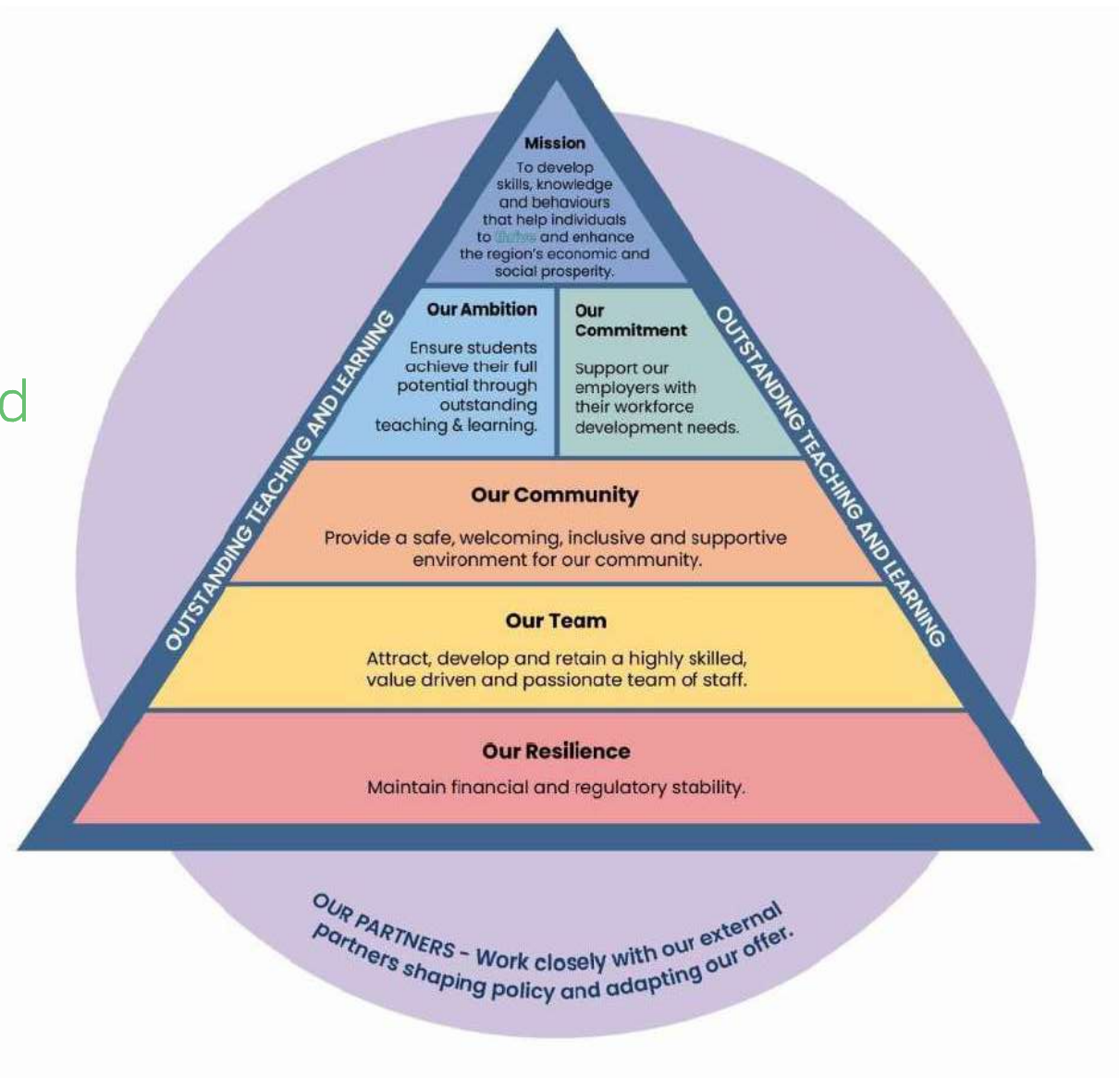
Equality, Diversity & Inclusion

Annual Report 2024/2025

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Middlesbrough College's commitment to equality, diversity and inclusion is fundamental to delivering the College Strategic Priorities and Mission.



Introduction and Executive Summary

Commitment to Inclusion

Middlesbrough College enforces zero tolerance for discrimination, fostering a safe and respectful environment for all.

Termly strategic equality and inclusion meetings are held with representation from across college, the governing body and the local community.

Student and Staff Demographics

The college serves over 12,000 learners and employs 1,113 staff with diverse gender and disability representation.

Data-Driven Equality Monitoring

Regular data reviews enable timely interventions to close achievement gaps and promote equal opportunities.

Key Data Snapshots

Staff and Student Profiles

	White (British)	All other ethnic groups combined	Not known	Female	Male	Disability	Not known
Staff	83.6%	10.4%	6.6%	59.3%	40.7%	9.5%	18%
Students	75.5%	22%	2.5%	41.7%	58.3%	29.1%	0.1 %

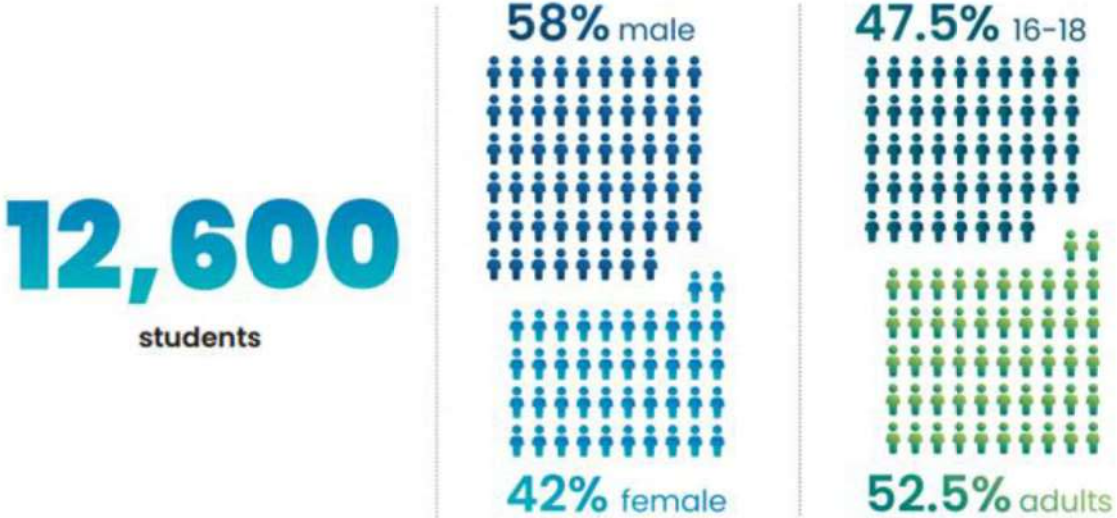
Focus on Inclusivity

Data guides interventions like mentoring and accessibility enhancements to support underrepresented and disabled learners effectively.

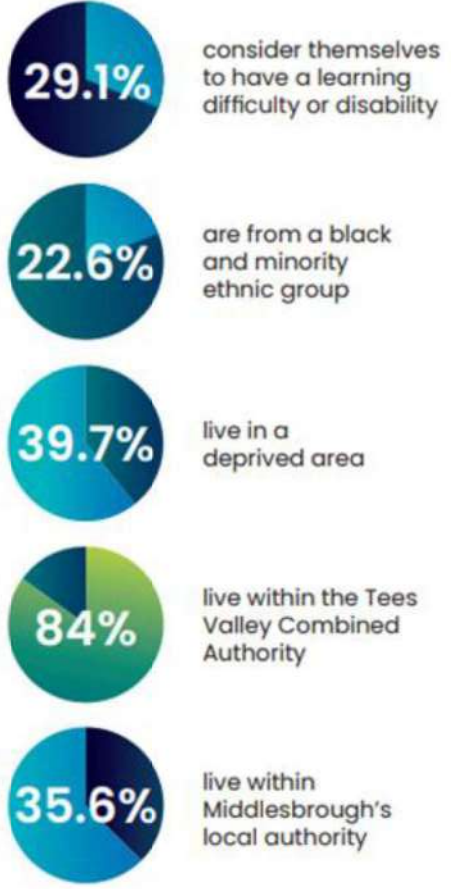
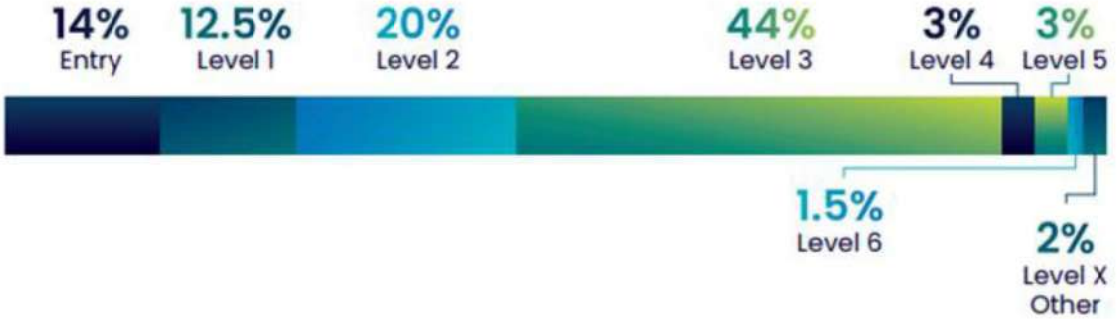


Our Learners

Learner Profile 2024-25



Student study levels



Learner Profile by Age – 2024-25

Age	Total Number of Learners	Female	Male	Learning difficulty declared	Mental health difficulty declared	Dyslexia declared	Live in an area of deprivation	From an ethnic minority group
<16	20	80%	20%	20%	0%	75%	0%	0%
16-18	5,969	44.5%	55.5%	36%	61.9%	35.4%	36.7%	16.1%
19-23	2,038	37.2%	62.8%	33.9%	54.2%	60.1%	37.3%	18.4%
24+	4,564	39.9%	60.1%	18%	46.9%	56.2%	44.8%	31.4%
Apprentices (all)	1,794	40.12%	58.4%	21.4%			20.1%	6.9%

Inclusive Support Initiatives

The college provides ALS, mental health counselling, accessibility, supported internships, and staff training to support learners and enhance inclusivity.

Student Ethnicity Profile 2024-25

Ethnicity	Number of Students	%
African	575	4.57%
Any other Asian background	293	2.33%
Any other Black / African / Caribbean background	69	0.55%
Any other ethnic group	407	3.23%
Any Other Mixed / multiple ethnic background	122	0.97%
Any Other White background	285	2.26%
Arab	260	2.06%
Bangladeshi	48	0.38%
Caribbean	17	0.14%
Chinese	20	0.16%
English / Welsh / Scottish / Northern Irish / British	9504	75.48%
Gypsy or Irish Traveller	13	0.10%
Indian	56	0.44%
Irish	12	0.10%
Not provided	320	2.54%
Pakistani	395	3.14%
White and Asian	111	0.88%
White and Black African	45	0.36%
White and Black Caribbean	40	0.32%
Grand Total	12592	100%

Embedding Equality and Diversity and Student Support



- For tutors at the College, embracing diversity comes as second nature and supporting inclusion is a top priority, whether it is singing the national anthem for Eritrea's Independence Day, celebrating Nowruz, marking Ukrainian national teachers' day and encouraging participation in cross-college events. Tutors systematically display values of humanitarianism, compassion, and professionalism.
- Teaching staff have access to a range of training and resources to help them support learners, in collaboration with other staff, with a range of learning difficulties and disabilities, which helps challenge stigma and identifies strategies that benefit all learners, staff and visitors.
- The College's Thrive tutorial programme provides awareness-raising sessions to students on a range of disabilities.
- Apprenticeship staff have worked with DWP staff through the Disability Confident Scheme to better support apprentices through learning provision and in placement, working with employers to increase understanding of disability, reasonable adjustment and support schemes.
- Activities are held in the College's public areas throughout the year for staff, students and visitors, which contribute to raising awareness of the needs of others. Middlesbrough College "Works Towards being Dementia Friendly" with Dementia Action Teesside, who provide Dementia Friends training for staff and students.
- All students at Middlesbrough College have access to a free and confidential [counselling service](#) and information and support for mental health.



- Free emergency period products are available to any learner who needs them.
- Height-adjustable tables in the cafes and braille signage compliment an accessible environment throughout. A disability audit carried out in autumn 2023 assists Middlesbrough College Group to prioritise further enhancements to the college environment as recommended actions are completed and learning is applied throughout the estate, including new buildings.
- Physical activity opportunities are varied and accessible, benefitting physical and mental health for all. The College's Enrichment Officer encourages more students to get involved with sporting activities, particularly those who are often difficult to engage, including developing safe and positive experiences for disabled students and continuing to proactively engage new and existing students.
- Equality, diversity and inclusion are embedded into the curriculum, for example, students in some curriculum areas learn sector-relevant British sign language and dementia-friendly practices.
- Middlesbrough College has received national recognition for the support it gives students who are young carers. The Carers Trust and The Children's Society have singled out the College for the way it helps young carers who struggle studying while looking after a loved one. In recognition, the college has picked up a prestigious Young Carers in Schools Award. Read more [here](#).
- In an aim to address digital poverty, Middlesbrough College aims to ensure that full-time students have access to a personal digital device, which they will use on campus and at home while they gain their qualification.



Gender Identity, Race, Religion, and Sexual Orientation

Pronoun Inclusivity

6,766 students provided a pro-noun during enrolment in 2024-2025. Of those who provided a pro-noun, Pro-nouns used include He/Him (3,617), He/They (48), She/Her (3,000), She/They (49), They/Them (38), Xe/Xem (1), Ze/Zie/Hir (3), Ze/Zie/They (10).

Racial and Ethnic Diversity

The student body reflects regional diversity. A wide variety of different cultures are promoted through cultural events.

Religious Inclusion

Multi-faith prayer spaces, authorised absences for religious festivals, washing facilities and chaplaincy services accommodate diverse religious beliefs among staff and students.

Support for LGBTQ+ Community

The College offers LGBTQ+ networks, Pride events, and partnerships to foster a safe and supportive environment for LGBTQ+ individuals.

Ethnic minority groups % per Tees Valley Local Authority (2021 data) compared to Middlesbrough College student profile:

Local Authority/area	% of population - ethnic minority	% of students - ethnic minority	Number of students	Number of Students - ethnic minority
Middlesbrough	17.7%	37.9%	4481	1700
Darlington	5.8%	11.6%	353	41
Stockton	7.9%	16.4%	2653	435
Hartlepool	3.5%	19.8%	434	86
Redcar and Cleveland	2.3%	11.4%	2641	302
Tees Valley	7.9%	24.3%	10562	2564





Challenging 'Gender Norms'

- Middlesbrough College is addressing gender stereotypes, through STEM investment and industry partnerships. For example, encouraging female students into non-traditional careers resulting in a recent rise of 30% in female engineering students.
- Students are able to select their own workwear from our supplier's catalogue, whether they need male, female or unisex garments.
- The Future Female Leaders Programme was launched in October 2023. The long-term project, organised and run by the National Association of Women in Construction (NAWIC) and campaign group Power of Women, aims to help young women students at Middlesbrough College embarking on careers in construction and related sectors with a series of events, workplace visits, talks and mentoring sessions to encourage and support their workplace ambitions. It is hoped those taking part will not only go onto successful careers in the sector, but can act as role models for the next generation of women in construction.

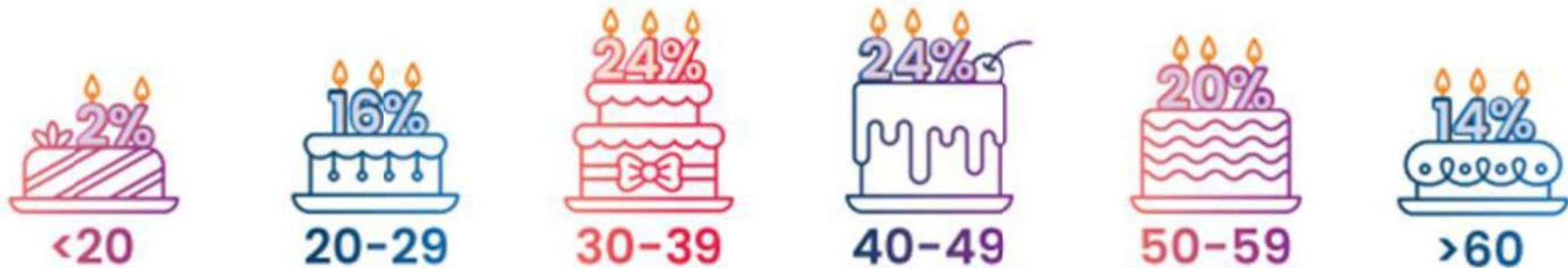
Our Staff

Staff Profile – 2024-25

1,113
People Directly Employed

40.7%
Female

59.3%
Male



9.5%
Declared they were from a minority background
(4.9% not disclosed)

9%
Declared they had a disability
(17.8% not disclosed)

Staff - Supportive Working

- Middlesbrough College has been validated as a **Disability Confident Leader**, ensuring that disabled people and those with long term health conditions have opportunities to fulfil their potential and realise their aspirations as employees of Middlesbrough College. Leadership status acknowledges a commitment to promoting the Disability Confident Scheme in our supply chain.
- Middlesbrough College Groups respects the rights of those breastfeeding to do so on our premises.
- Middlesbrough College supported 23 members of staff taking maternity (14), paternity (8) or parental leave (1) during the 2024/25 academic year.
- The College has flexible working conditions for all staff, including term-time only working to fit in with caring responsibilities/childcare arrangements.
- The College's policy is to deliver as many contracted services in-house as possible, including catering and cleaning, which can impact on the gender pay gap.

Gender Pay Gap



60.8%
FEMALE Staff

7.2%

MEAN Pay Gap in Hourly Earnings

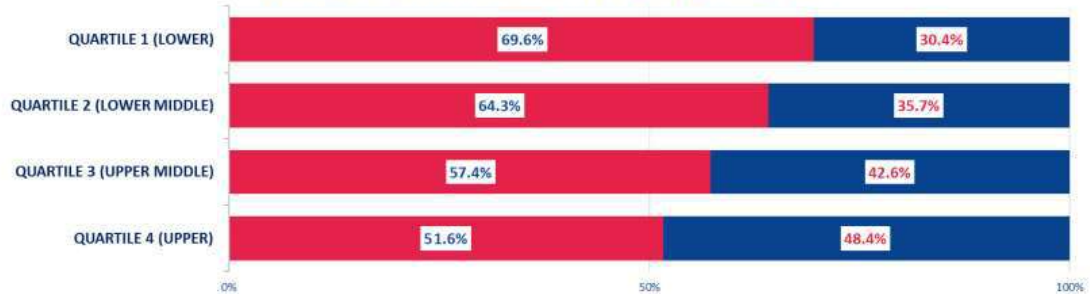
12.8%

MEDIAN Pay Gap in Hourly Earnings



39.2%
MALE Staff

PROPORTION OF EMPLOYEES BY EACH PAY QUARTILE



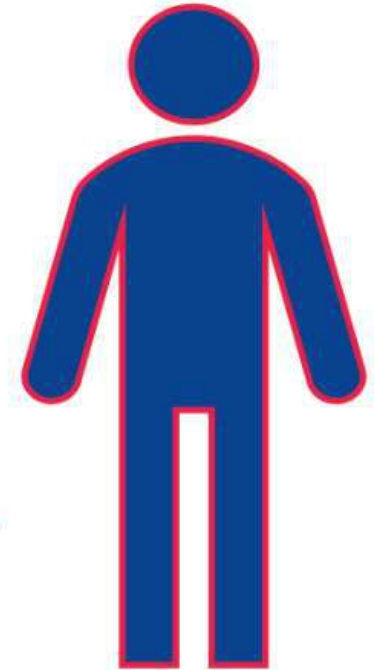
Ethnicity Pay Gap

10.8%

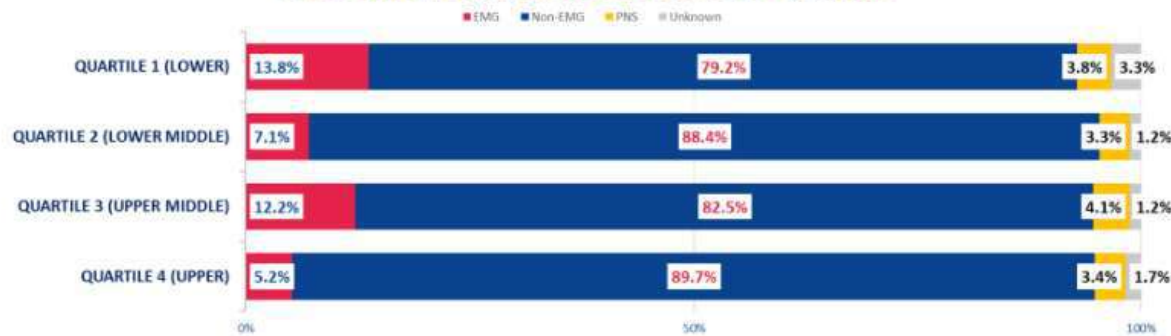
MEAN Pay Gap in Hourly Earnings

4.1%

MEDIAN Pay Gap in Hourly Earnings



PROPORTION OF EMPLOYEES BY EACH PAY QUARTILE



9.6%
Ethnic **MINORITY**
Staff

84.9%
Ethnic **MAJORITY**
Staff

5.5% of staff Prefer Not to Say or are Unknown

Disability Pay Gap



1.4%

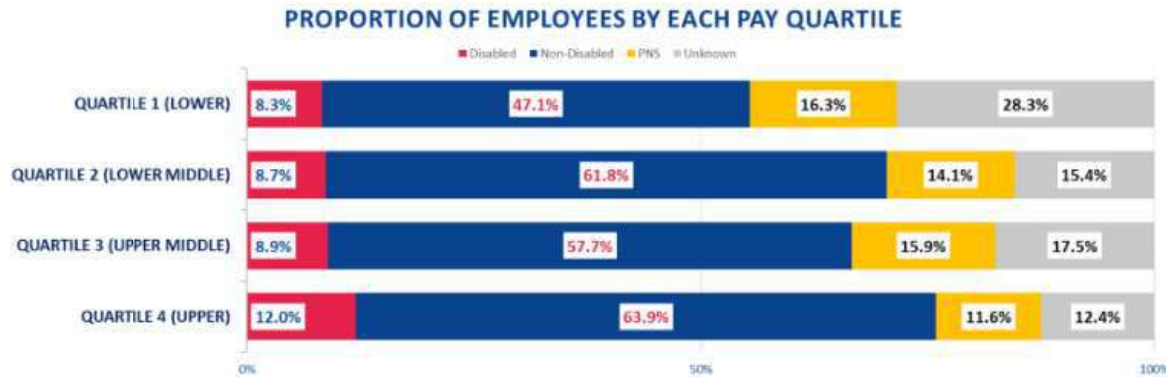
MEAN Pay Gap in Hourly Earnings

1.1%

MEDIAN Pay Gap in Hourly Earnings



9.5%
DISABLED Staff



57.6%
NON-DISABLED
Staff

32.9% of staff Prefer Not to Say or are Unknown

Staff Wellbeing and Support

Across our College Strategies, the College recognises it has a duty to support the wellbeing of employees and the local community.

The College is committed to providing services and resources that support the whole College community in creating a harmonious living and working environment.

Staff have access to a wellbeing page to help support and guide them to a range of useful resources available to them, including:

- **Employee Assistance Programme**

This service is funded by the College, provided by an independent 3rd party - Health Assured - who are available 24/7, 365 days a year and can discuss issues related to health or financial concerns, loneliness, difficulties with working from home, or worries about returning to the workplace.

- **Counselling Services**

Short-term solution-based counselling is also available through manager referral

- **Wellbeing Champions**

A Wellbeing Champion is a staff member who actively promotes health and wellbeing in the workplace. They help raise awareness of wellbeing initiatives, encourage colleagues to take part in activities, and act as a friendly point of contact for support or signposting. Champions aren't expected to be experts, they simply help create a positive, inclusive culture where wellbeing is prioritised and everyone feels supported.

- **Online Resources for mental health, physical health, financial wellbeing and more...**

Signposted on the wellbeing page of the staff portal and regularly promoted through targeted Thrive campaigns throughout the year.





Internal Networks

- Networks are arranged termly for staff and students who share protected characteristics. The groups provide an opportunity for peer-support, feeding back through the Equalities Co-ordinator and contribute to identifying solutions where data shows improvement is needed.
- LGBT* support networks are available in college for staff and students and there are popular events through the year to promote inclusion and support for trans staff and students, including Pride Parade in February.

External Engagement

- Middlesbrough College is proud to sponsor Tees Valley BME Awards. The Tees Valley BME Awards highlight and celebrate multi-culturalism in the local community. Read more [here](#). We are delighted that a small number of students from our ESOL courses have accompanied College staff to the annual celebrations. Student Youssouf Sacko won the Young Achiever in Education – category at the awards in 2023.
- The Race at Work Charter was launched by the Government in October 2018 and gives businesses a clear set of actions to work towards helping to create greater opportunities for ethnic minority employees at work. The College has committed to the following Race at Work Charter principles:
 1. Capturing and publicising ethnicity data - important for establishing a baseline and measuring progress and a crucial step towards organisational reporting on ethnicity pay differentials.
 2. Board level commitment to zero tolerance on bullying and harassment: giving commitment from the top that bullying and harassing behaviour will not be tolerated in the organisation, creating an environment where people feel safe to report incidents of bullying and harassment, and understand that the appropriate channels are in place to support them to do so.
 3. Ensuring that tackling equality and inclusion is the responsibility of all leaders and managers within the organisation.
 4. Supporting the progress of ethnic minority talent in recruitment and progression.
 5. Support Race Inclusion allies in the workplace.
 6. Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.





Governing Body Representative

Sara Mirsalehi is our Race Champion and link Governor for Equality and Diversity.

Sara serves on the Equality and Diversity Committee.

- Sara arrived in the UK in 2003 and is an ex-student of the former Middlesbrough College, where she completed Access course to HE, which was the stepping stone for her successful First-Class BA Degree in Criminology with Law at Teesside University. She chose to live in Middlesbrough and is proud to call it 'home'. She is a keen advocate of promoting social justice and raising the aspirations of young people in Middlesbrough and beyond.
- In her current role as an operations manager of a leading youth charity, LINX, she works closely with a wide range of key strategic and non-strategic local stakeholders with shared interests which gives her an in-depth understanding about young peoples' needs and challenges they are facing, not only around their learning and education but also their social and personal development. Her ambition is to ensure the young people's voices in Middlesbrough are heard locally and nationally to ensure that their educational, financial and health needs are met. She believes every young person, despite their starting point in life, has the potential to succeed.
- She is a trustee at the award-winning charity 'Halo' and plays a pivotal role in raising the profile of the great work Halo projects deliver for BAME women. Sara has more than 10 years' experience working with a diverse group, including vulnerable individuals in marginalised communities, refugees and asylum seekers, young people within the prison service, engaging with voluntary and public sector organisations to bring effective change.

Local Deprivation



Socioeconomic Challenges and Bursary Programs

Socioeconomic Challenges

Middlesbrough ranks among England's most deprived areas, affecting many college learners' access to education.

Bursary Support Programs

The college awards bursaries and fee remissions to support learners in care, low-income households, and those facing hardship.

Adult and Community Learning

- The Adult and Community Learning Department in Middlesbrough College aims to reduce the number of residents with no qualifications by engaging those who would not ordinarily access education. The department provides learning and support opportunities to: those who are long-term unemployed; those living in areas of deprivation/rural isolation; adults with low or no qualifications/ skills; adults/families with low income; those with learning difficulties and disabilities and mental health conditions; and those who do not have English as their first language. Delivering practical sessions in community hubs gives us the opportunity to engage with the wider population.
- Introductory courses are offered for the following sector-based work academies: security, warehousing, health and care, construction, customer service, catering, facilities. All give the learners a taste of what to expect when they go into the industry, the employment opportunities available and how to access them. The confidence-building courses offered (including floristry, Asian cookery and sewing) aim to encourage people that would not ordinarily access education opportunities. All learners are encouraged to progress either onto an additional course or into employment. Support is available for the learners within the community with CV writing, job applications, access to IT facilities, careers advice and guidance to help them progress. In many instances, the provision is a means to create a positive environment for learners to gain confidence and life skills as a starting point where the individuals are further away from the labour market.
- **During the last academic year (2024/2025), 2,618 learners attended courses with the Adult and Community Learning Team, an increase of almost 30% on the previous year.**



Accessibility

- The College’s course information can be provided in a range of formats for learners with specific requirements. Information can be issued in large print, braille, audio or another language on request. We also produce a yearly transitions information book, which highlights the range of additional support available to students. Throughout the year, we actively promote the careers guidance and additional learning support team who can also provide further information to those who need it.
- Accessibility tool, ReciteMe is provided on the College’s website. ReciteMe provides options to each visitor so that they can use the website in the way that works best for them.
- Our recruitment process fosters an inclusive approach which ensures the needs of individual students are met. Additional support can be provided during the interview process for those who have a disability or learning difficulty; this may include a BSL interpreter or an assisted interview.
- Throughout the year, our school’s liaison team works in partnership with additional learning support to visit a range of specialist schools throughout Teesside. Specific tours and taster sessions can also be organised to strengthen and support the transitions process into further education for a range of learners.



课程指南



2025-26 Action Plan

Objectives for 2025-26

Support for Religious Observance

Enhancing facilities and flexible scheduling to maximise support for religious observance among staff and students.

Apprenticeship Attainment Improvement

Improving attainment outcomes for apprentices with learning difficulties or disabilities through targeted support.

Supported Internship Placements

Introducing supported internship placements across various departments to facilitate meaningful work experience.

Refreshing EDI Working Group

Revitalising the EDI Working Group to clarify objectives and increase stakeholder engagement for better outcomes.





Contact and Feedback Channels



Direct Contact Methods

Stakeholders can reach the Equalities and Inclusion rep Amy Smith via phone or email for EDI inquiries and feedback.

Hate Crime Reporting

The College acts as a third-party Hate Crime Reporting Centre, emphasizing safety and respect.

Transparency and Accountability

Communication channels such as staff networks foster transparency, accountability, and collective progress toward equality and inclusion goals.