

## Equality and Diversity Report February 2011

### Equality and Diversity Student Feedback from Fresher's Fair

At the Equality and Diversity Stand at Fresher's Fair we had a stall promoting "Bullying Stops Here". As well as issuing copies of the "Bullying Stops Here" leaflet we gave away E&D freebies including pens and pom poms.

We also used this opportunity to obtain feedback from learners on their perception of bullying across the College and on the new "Respect" Themed Week which had been introduced for the first time this academic year.

Overall there were 168 returned feedback cards. 3 of the respondents did not tick any of the boxes on the form.

Centre	No of cards	Centre	No of Cards
Engineering	1	Construction	3
Art, Design & Media	6	Skills to Succeed	3
Hair & Beauty	4	CH&FS	10
Computing & Admin	14	Health and Care	16
Music and Performing Arts	50	Business & Management	27
Education	28	Not stated	6

#### Responses

Of the 165 respondents who ticked the relevant boxes their responses showed:

Question	Yes	No
Do you feel that the College protects you from Bullies?	97%	3%
Have you been treated unfairly at College?	6%	94%
Has your class talked about RESPECT and agreed class rules?	83%	17%

#### Comments

Respondents were asked to provide comments on "What more we could do to make sure everyone is treated fairly". A full breakdown follows.

49 cards included comments, 30% of the total completed.

None of the comments can be considered negative, in that they raise any concern and or follow up, but some suggestions have been made for ways in which we could support learners more.

Notes on actions taken as a result of these comments are also listed.

## Responses in the Comments Section of Equality and Diversity Feedback Card

Comment
Positive Comments about Colchester Institute
Yes its great
Keep up the good work
I feel secure in the College environment as it is so feel no need for improvement
I think the College does a good job and the teachers are very fair, for me it's fine!
Seems like a strict friendly environment already
I think things are perfect
Nothing, its fine
I love College
I love Colchester
Only started but you take the issue seriously which is good
Friendly environment
Doing everything you can!

Specifically related to bullying
Make sure everyone doesn't get bullied and sticks to the rules at all times
Just be more strict with the student regarding bullying
Make sure everyone knows about the bullying scheme
A help line for those who have been bullied
Antibullying club, people go there for help and advice
Make sure everyone doesn't get bullied and sticks to the rules at all times

### Response

A lot of promotional work has been done around bullying and harassment, a new series of posters have been designed and displayed across College, specific reference is made in Learner induction and the student planner and this is included as part of the group tutorial process.

A new Respect week has been introduced at the beginning of each academic year to allow course groups to discuss and agree class rules and standards of behaviour.

Related to support
To have someone to talk to about how they feel
Have people available to chat to during 9-5pm!!
Look out for each other
Listen to people
Ask people to help you if you get lost or can not find your way around the building

### Response

There is a student counselling / welfare available to all students as part of the Student Services team. From January 2011 we are piloting a regular drop-in service for support and advice relating to mental health problems.

Related to Curriculum / tutorials
Ask students at reviews / tutorials if they feel they are being treated unfairly
Have talks – weekly
Have regular talks to students about how they feel and how they are being treated
Talk to the students about feelings
Could have one-to-one talks to see how people feel on a day today
Talk about treatment of others in tutorials more
Have lesson - experiences
More class discussions
More lessons on topic
Organised workshops / seminars on various topics
Get it out there more - projects
Build up vital trust and relationships through students + teachers
More social events for people to mix
Mixed race team building activities
Do more fun activities
Get everyone involved in things

### Response

All full time FE learners receive a 1 hour group tutorial per week, and all learners should receive regular individual tutorials to discuss their progress and any support they may require.

The support for tutors responsible for delivering group tutorials has been significantly increased with a new group tutorial portal site and practitioners group to share resources and good practice. This will lead to the improved delivery of group tutorials and ensuring that Equality and Diversity is an integral part of the schemes of work.

The roll out of Equality and Diversity in the Curriculum training will increase the awareness of Equality and Diversity for teaching staff and help to promote it more widely within tutorials and other aspects of delivery.

More general comments
Individual lift keys for disabled students
Everyone is different
Learn other languages
Learn other languages within our course
Equal opportunities
Nothing to do with bullying but I want chips from the College dining area
I think the College should do something about part time student loan
Give free hugs!