

AN ANALYSIS OF ADDITIONAL PROTECTED CHARACTERISTICS OF NEWLY ENROLLED/REGISTERED STUDENTS 2017/18

Introduction and Background

The conservatoire has for a number of years routinely collected equality data from its student cohort in relation to age, gender, ethnicity and disability, learning difficulty or health issues.

The Equality Act 2010 combined these with some additional 'protected' groups into a single piece of legislation producing nine specific protected characteristics.

The nine protected characteristics for further and higher education provision are:

Age;

Disability;

Sex;

Sexual Orientation;

Gender Reassignment;

Race;

Faith, Religion or Personal Belief;

Pregnancy / Maternity.

Being married or in a civil partnership is not a protected characteristic for the student body but because it is for other groups, it was agreed to include it.

The conservatoire sought to gather information relating to these additional protected characteristics from students enrolling and re enrolling in 2013 and 2014 and reported upon it; for the year 2015/16 changes to the enrolment process allowing returning students to enrol online over the summer period meant that it was only possible to gather data from first year undergraduate students; it was therefore decided to adopt the data gathering exercise for new students only at FE level too, thus giving us three years of data to analyse.

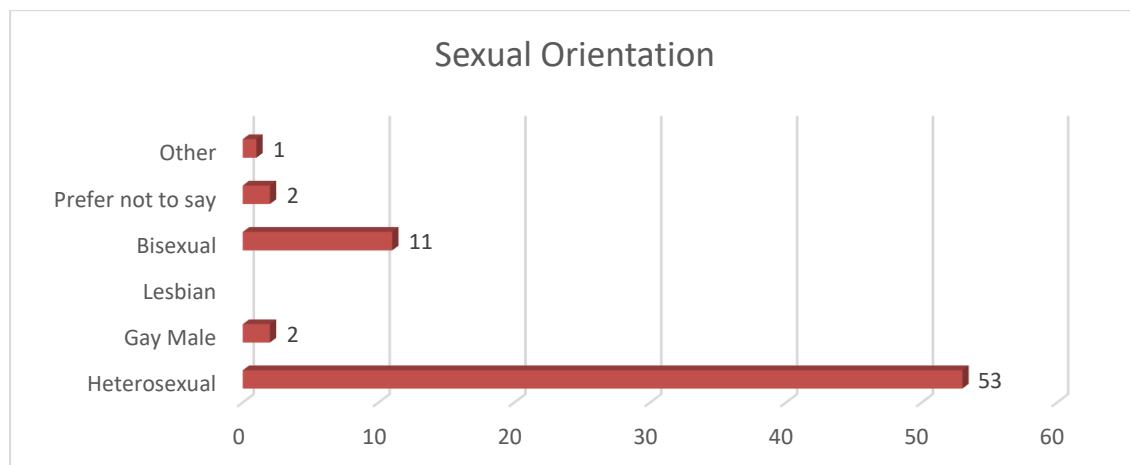
The data is collected during the main enrolment/registration weeks in September as a snapshot and therefore the figures reflect only those new first year students who completed their enrolment/registration during that week.

FE PROTECTED CHARACTERISTICS FEEDBACK & COMMENTARY 2017/18

A total of 69 forms were completed by new FE students; this figure represents an 82% response rate for the new FE students enrolled on 06 September 2017. Not all figures total 69 in each category as some students chose not to answer all questions.

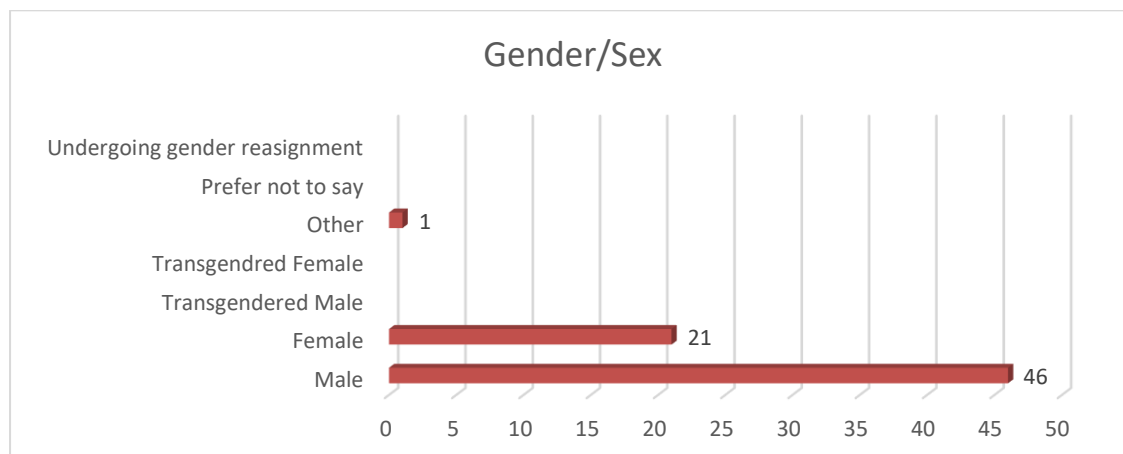
Sexual Orientation

100% response rate, suggesting that in common with previous years, our students are comfortable declaring their sexual orientation. 77% of respondents declared themselves to be heterosexual which is a drop of 10% when compared to the previous year with the second largest category being bisexual at 16%, a considerable increase on the 8% figure from 2015/16. Of the remaining 5 declarations, 2 students declared themselves to be Gay Male, a further 2 preferred not to say and the remaining student declared themselves to be Pansexual. These results are quite different to the previous year where the heterosexual/ bisexual split was 87%/8% (86%/9% in 15/16).



Gender Identity

99% response rate. The male category accounted for 68%, with females accounting for 31%. Non binary accounted for the remaining 1% (1 student). These figures are markedly different to those for 2016/17 where the declared male/ female split was 84%/14% (56%/40% in 15/16).



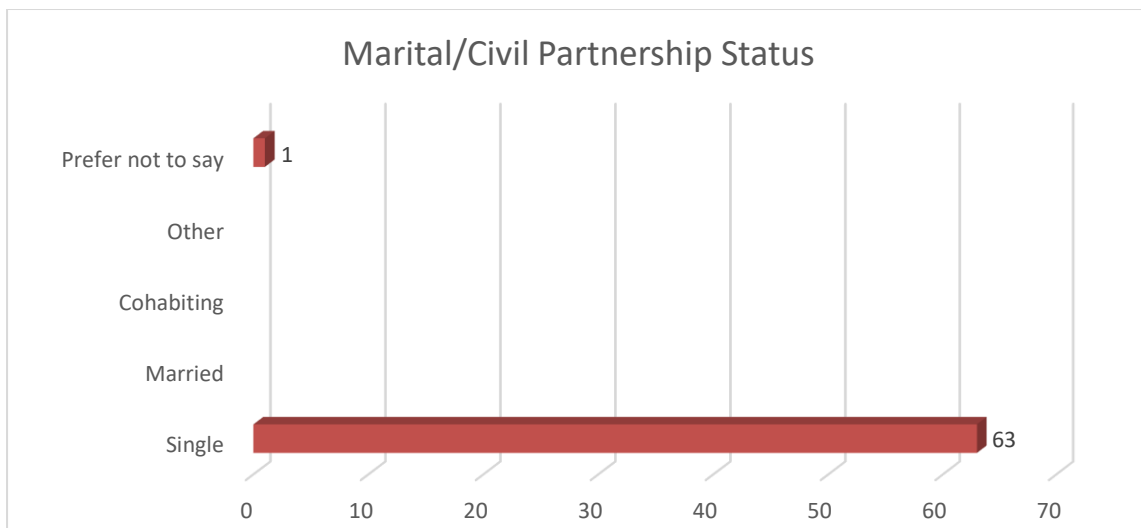
Faith, Religion or Personal Belief

This question had the lowest response rate with 94% of students completing the survey. No faith or religion accounted for the majority of responses at 71% which is a 6% increase when compared to the previous year; Christian accounted for 20%, a drop from 25% in 16/17 (35% in 15/16). Of the remaining 9%, 5% ticked other (Atheist x1 and Satanist x2) and students indicated 1 each of Buddhist, Jewish and prefer not to say to account for the remaining 4%.



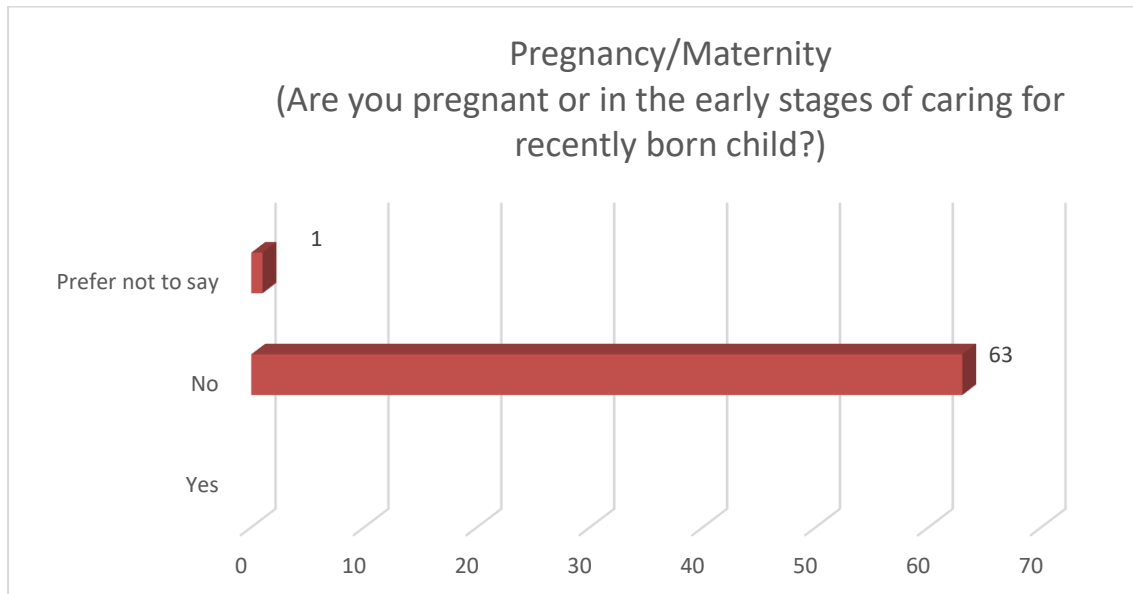
Marital Status

64 of the 69 of respondents completed this question representing a 93% response rate. 98% declared themselves to be single with the remaining 2% (1 student) preferring not to say.



Pregnancy/Maternity

This category attracted a 93% response rate with all but 1 respondents declaring that they were not pregnant or in the early stages of caring for a recently born child (98%). The remaining 2% comprised of 1 student preferring not to say.

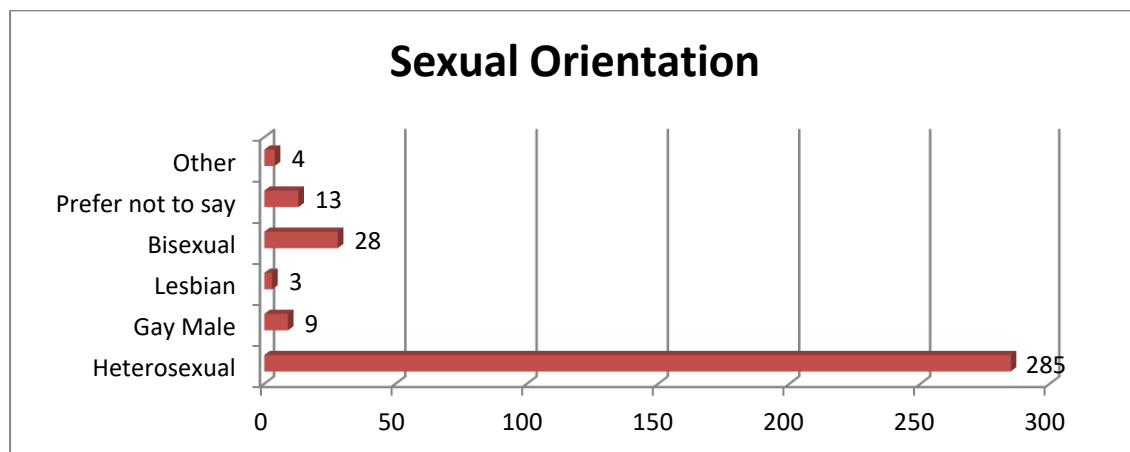


UNDERGRADUATE PROTECTED CHARACTERISTICS FEEDBACK & COMMENTARY 2017/18

A total of 335 forms were completed by new Undergraduate students. This figure represents an 82% response rate of the new students registered between Monday 18 – Wednesday 20 September 2017. Not all figures total 335 in each category as some students chose not to answer all questions.

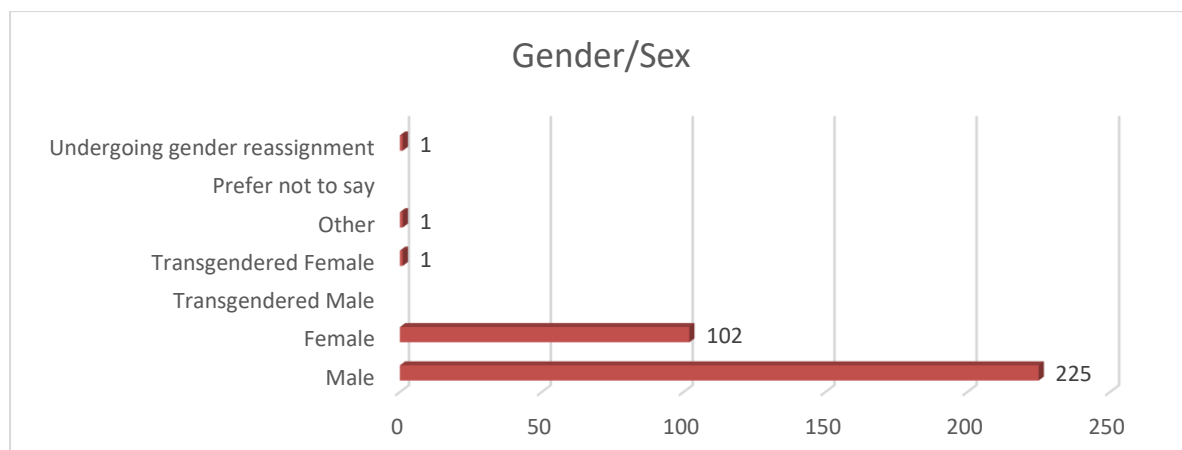
Sexual Orientation

98% response rate. 86% of respondents declared themselves to be heterosexual compared to 89% the previous year (86% in 15/16) with a further 8% declaring themselves to be bisexual, an increase of 3% when compared to last year's figures (8% in 15/16). A further 3% of respondents declared themselves to be gay males with the remaining 3% preferring not to say (4), lesbian (3) or pansexual (2).



Gender Identity

98.5% response rate. The male category accounted for 68% of responses which is a drop of 4% compared to 16/17 (70% in 15/16) with females accounting for 31%, a rise of 4% over the previous year. The remaining 1% comprised of 1 transgendered female, 1 undergoing gender reassignment and 1 who indicated in the 'other' section that they identified as non binary.

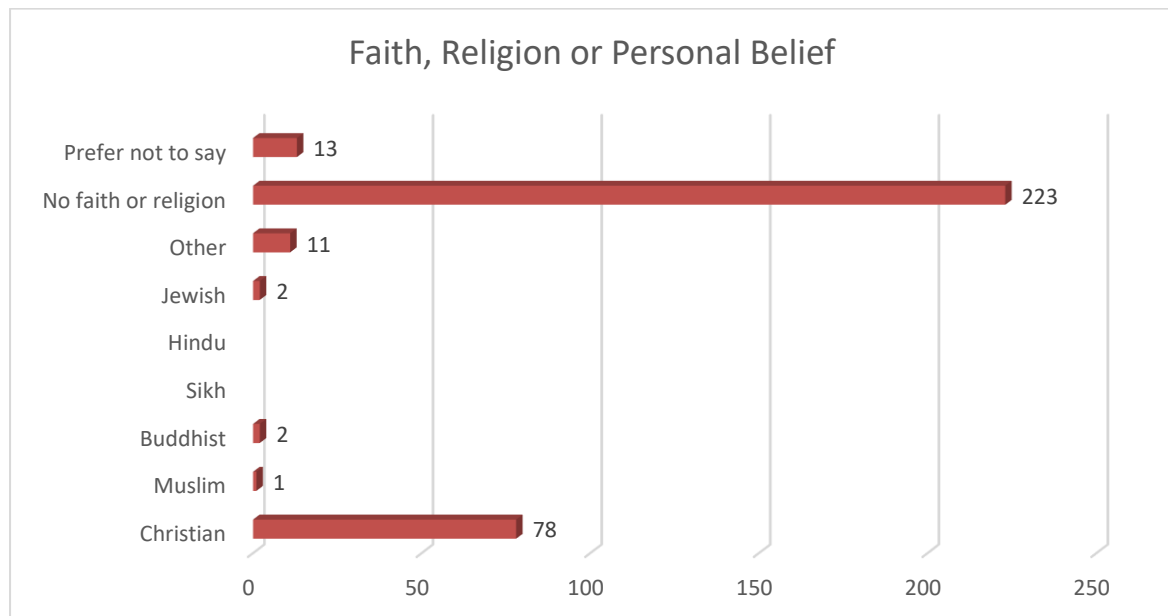


Faith Religion or Personal Belief

98.5% response rate. The largest category chosen was no faith or religion with 68% of respondents selecting this option, an increase of 2% compared to the previous year (60% in 15/16). The second largest category was Christian which remains the same as last year at 24% (29% in 15/16).

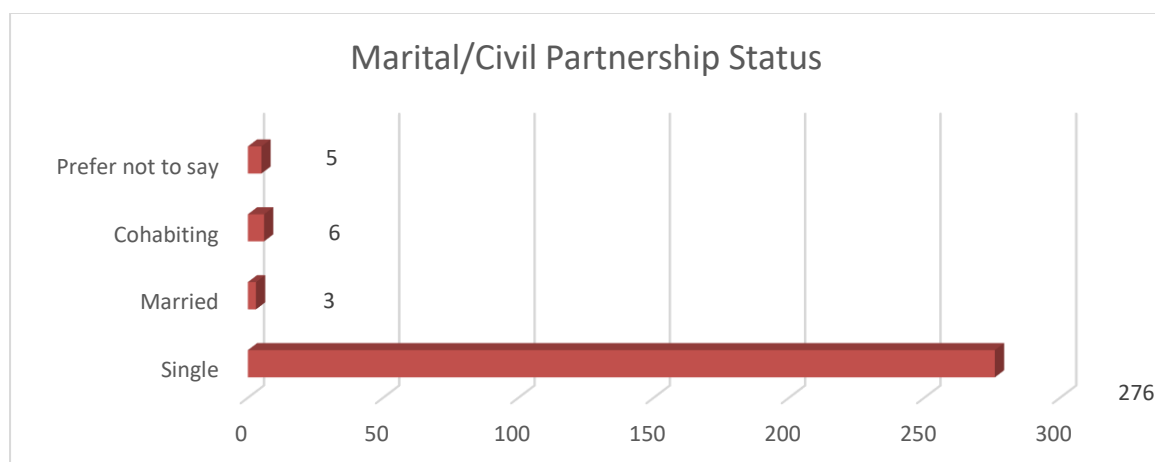
4% of respondents preferred not to say and a further 3% selected the 'other' category (2 unspecified, 2 Agnostic, 4 Spiritual, 1 Latter Day Saint, 1 Rastafarian and 1 Atheist).

The remaining numbers comprised 1 Muslim, 2 Jewish and 2 Buddhist.



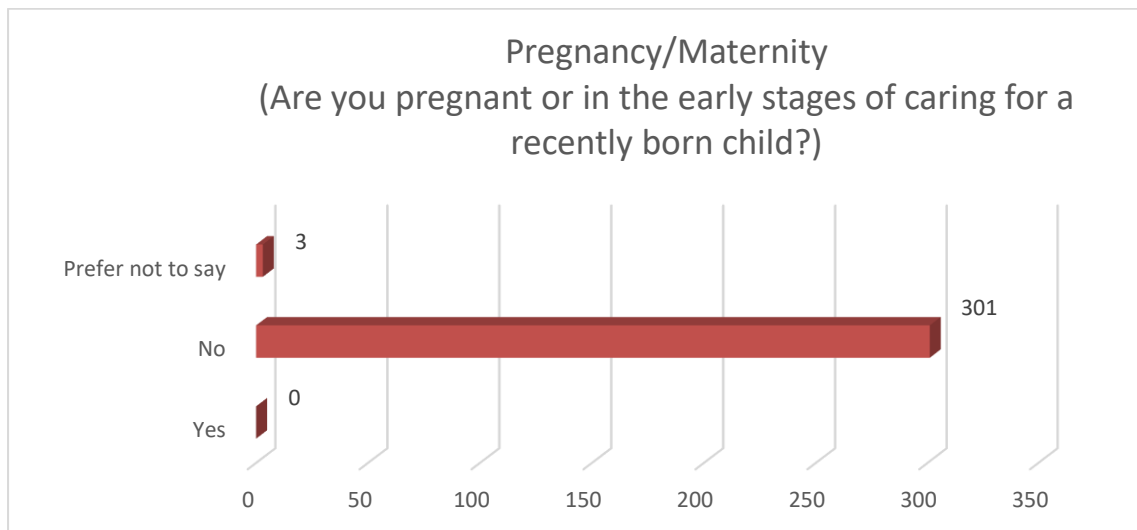
Marital Status

87% response rate. 95% of respondents declared themselves to be single, an increase of 3% when compared to the previous year. The remaining 5% comprised 3 married, 6 cohabiting and 5 preferring not to say.



Pregnancy/Maternity

91% response rate with 99% of respondents declaring that they were not pregnant or in the early stages of caring for a recently born child; 3 students preferred not to say.

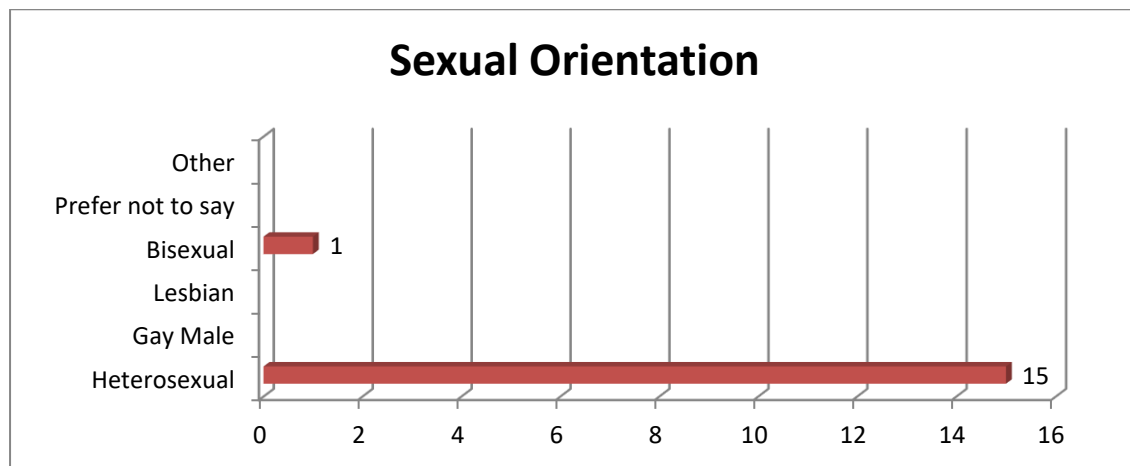


POSTGRADUATE PROTECTED CHARACTERISTICS FEEDBACK & COMMENTARY 2017/18

A total of 16 forms were completed by new Postgraduate students. This figure represents a 70% response rate of the new students registered on Friday 22 September 2017, a drop from the 82% response in 2016/17. These numbers are small so percentages can appear to give characteristics more significance than they would were the sample larger.

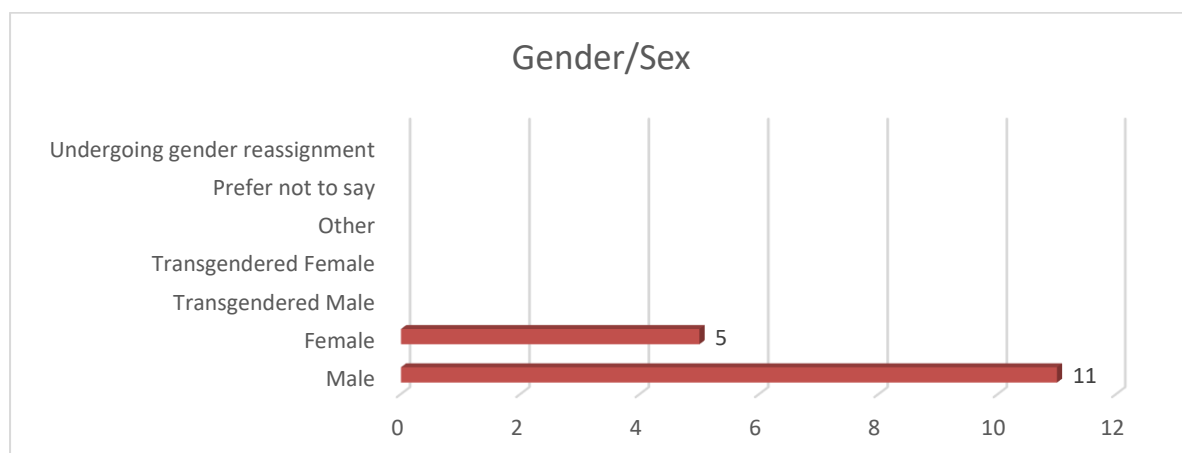
Sexual Orientation

100% response rate. Of those who responded to this question, 94% (12 students) declared themselves to be heterosexual, an increase of 10% over the previous year; the remaining student declared themselves bisexual.



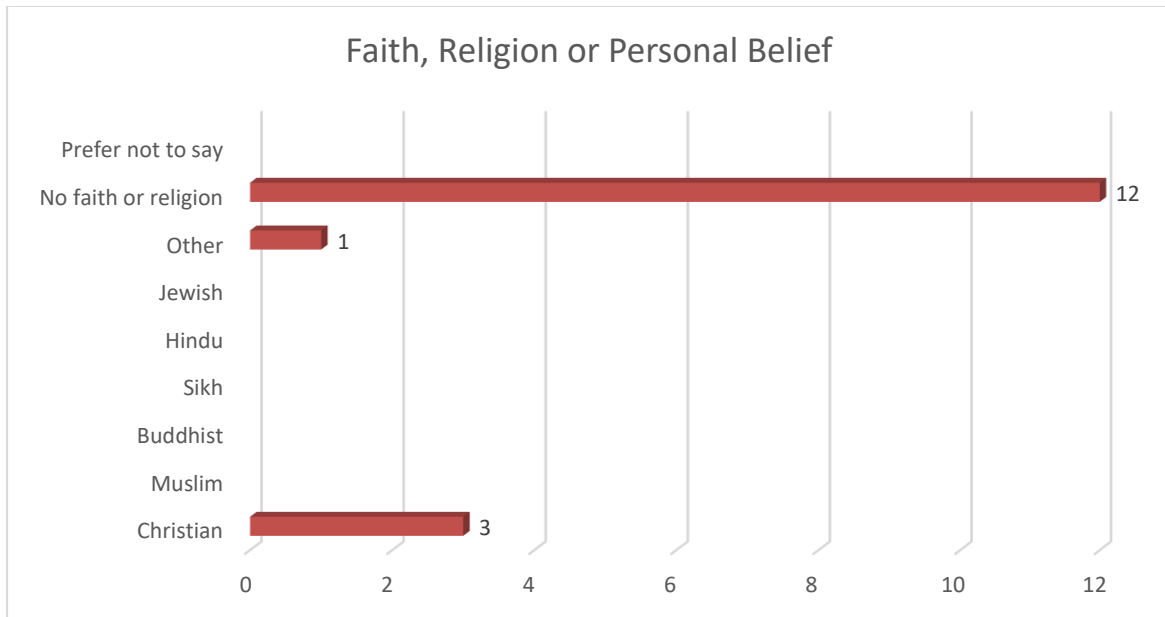
Gender Identity

100% response rate comprising of 69% male and 31% female. Last year's figures were 58%/ 42% (82%/18% in 15/16).



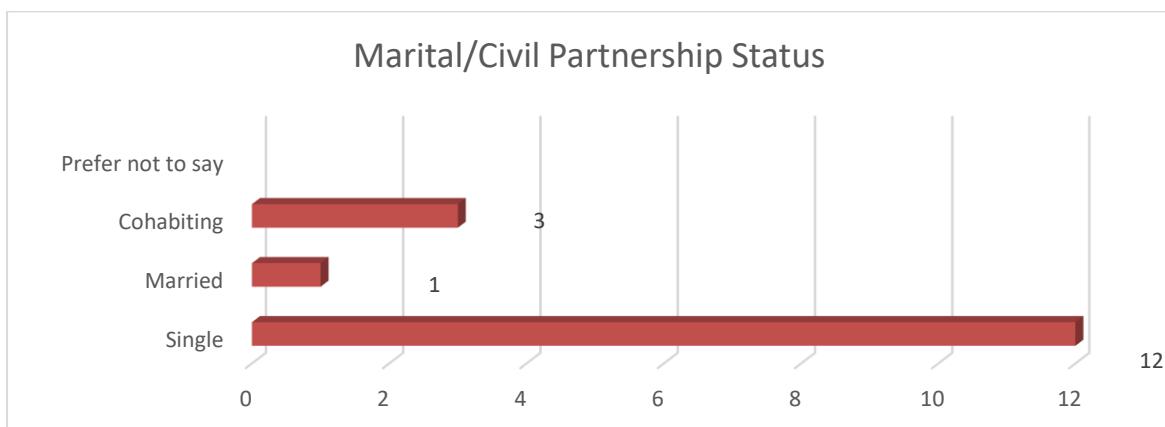
Faith, Religion or Personal Belief

100% response rate. 75% of respondents declared they had no faith or religion, a significant increase on last year's figure of 52% (58% in 15/16). Of those who selected a religion, faith or belief 19% chose Christian compared to 42% the previous year (17% in 15/16). The only other category selected was Agnostic (1 student).



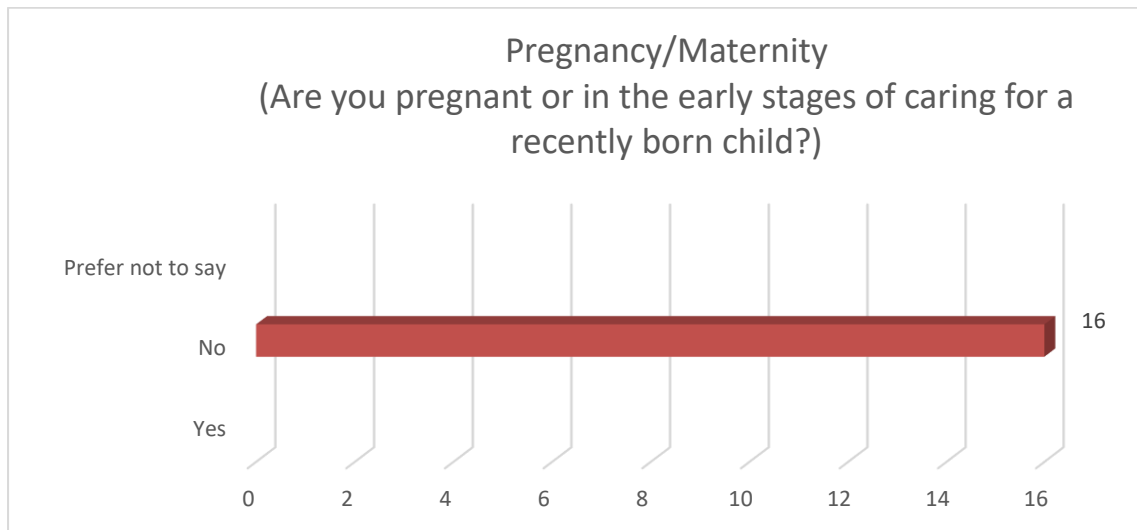
Marital Status

100% response rate. 75% of respondents declared themselves to be single compared to 87% the previous year. The number of students declaring they were cohabiting has risen from 10% last year to 19% this year. The remaining student is married.



Pregnancy / Maternity

100% response rate with all respondents declaring that they were neither pregnant nor in the early stages of caring for a recently born child.



APPENDIX A

LEEDS COLLEGE OF MUSIC EQUALITY & DIVERSITY MONITORING FORM

Equality, Diversity and Inclusion at Leeds College of Music (LCoM)

LCoM produces and implements policies and procedures which are designed to eliminate discrimination and to promote equality and accessibility to all individuals.

It also welcomes diversity amongst its students and is committed to ensuring that no student receives less favourable treatment because of their colour, gender, ethnic background, age, sexual orientation, disability, religion, faith or personal belief or marital or civil partnership status.

What that all means is ...

LCoM respects everybody's differences and will do all it can to make sure that it always considers who you are, what you might need to succeed and what it can do to support you to succeed, regardless of who you are.

It also means that we want to make others aware of how different we all are and encourage a supportive conservatoire community!

We need to understand how different our staff and students are ...

To help us know how different our students are, so that we can do our very best to support and plan our future for everybody, we need you to tell us a little bit more information about yourself.

You have already given us some valuable information when you enrolled with us but we need to ask you some additional questions so that we can plan to help and support you during your time with us.

We know your information is private and we'll keep it that way!

Any information you provide will be stored securely and in line with data protection legislation.

No reports produced as a result of collating information will identify individuals.

You don't have to tell us if you don't want to ...

Answering these questions will help us to monitor how effectively we consider and provide services and support for all our students, but we understand that some of you may prefer not to share some or all of this type of information. That's okay, just tick 'prefer not to say'

So tell us a little bit more about yourself!

Sexual Orientation

I would describe myself as the following...(please tick one) <input checked="" type="checkbox"/>	
<input type="checkbox"/> Heterosexual (straight)	<input type="checkbox"/> Bisexual
<input type="checkbox"/> Gay Male	<input type="checkbox"/> Prefer not to say
<input type="checkbox"/> Lesbian	<input type="checkbox"/> Other (please specify)

Gender/Sex

I would describe myself as the following...(please tick one) <input checked="" type="checkbox"/>	
<input type="checkbox"/> Male	<input type="checkbox"/> Undergoing gender reassignment
<input type="checkbox"/> Female	<input type="checkbox"/> Transvestite
<input type="checkbox"/> Transgendered Male	<input type="checkbox"/> Prefer not to say
<input type="checkbox"/> Transgendered Female	<input type="checkbox"/> Other (please specify)

Faith, Religion or Personal Belief

I would describe my religion or faith as the following...(please tick one) <input checked="" type="checkbox"/>		
<input type="checkbox"/> Christian (e.g. Roman Catholic Church of England etc.)	<input type="checkbox"/> Sikh	<input type="checkbox"/> Other (please specify)

<input type="checkbox"/> Muslim	<input type="checkbox"/> Hindu	<input type="checkbox"/> Jewish
<input type="checkbox"/> Buddhist	<input type="checkbox"/> No faith or religion	<input type="checkbox"/> Prefer not to say

Marital/Civil Partnership Status

I would describe myself as the following... (please tick one) <input checked="" type="checkbox"/>			
<input type="checkbox"/> Single	<input type="checkbox"/> Married	<input type="checkbox"/> Cohabiting	<input type="checkbox"/> Prefer not to say

Pregnancy / Maternity

Are you pregnant or in the early stages of caring for a recently born child...(please tick one) <input checked="" type="checkbox"/>		
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Prefer not to say

You don't have to provide us with your personal details but it would be helpful to know whether you are... (please tick one)

<input type="checkbox"/> FE	<input type="checkbox"/> HE Undergraduate	<input type="checkbox"/> HE Postgraduate
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Thank you for taking the time to help us understand more about you!