



## **Review of progress in Widening Participation and Equality and Diversity (July 2018)**

### **Summary**

This is an amended version of a report submitted to the Conservatoire's Board of Governors at its meeting in July 2018.

This report summarises the key work undertaken by the Conservatoire over the past year in relation to Widening Participation (WP) and Equality & Diversity (E&D).

### **Introduction**

Over the previous twelve months, work has been ongoing to embed the plans laid out in the 2016-20 Widening Access and Success Strategy and the 2017-21 Equality Action Plans.

### **Widening Participation**

#### **2016-20 Widening Access and Success Strategy**

During the twelve months since the last report to the board, work has continued towards the objectives set out within the 2016-20 Widening Access and Success Strategy. A key focus has been to develop the capacity for evaluation across the Conservatoire. This has been through the development of an evaluation strategy by the Widening Participation and Access co-ordinator and through a day of training for the widening access staff from the schools.

2017-18 saw the introduction of a revised audition fee waiver scheme following the evaluation undertaken in 2016-17. This new scheme moved to an online application and resulted in fee waivers being targeted more effectively at those in most need of support, the majority now meeting multiple indicators of under-representation. A streamlined scheme also saw a higher rate of progression to audition and interview.

Work to evaluate financial support through the conservatoire scholarship scheme continues. This year saw the second survey of bursary holders. The data from this along with last year's focus group with Circus students and focus groups within Dance and Drama due to happen imminently will enable the Conservatoire to ensure the scheme is having the greatest benefit to the group of students who most need it.

The graduate destinations project is currently in the analysis phase of the first stage and we are looking forward to the preliminary report from the University of Derby over the summer which will inform future work in this area to better understand the employment trajectories of students from under-represented backgrounds.

## **2019-20 Access and Participation Plan**

During 2017-18, the Office for Fair Access (OFFA) was superseded by the Office for Students (OfS) as the regulator for access. This led to some fundamental changes in the way issues surrounding access and success are regulated. During this process, the document formally known as an Access Agreement has been renamed an access and participation plan. The current plan under review by the OfS for 2019-20 is broadly similar to the 2018-19 plan as it was requested that we retain the same targets this year as the OfS are likely to significantly alter their approach for 2020-21. The plan was submitted with the OfS registration

## **2016-17 Access Agreement Monitoring Return**

The annual monitoring return was submitted in January to OFFA and was approved on 31<sup>st</sup> March. The Conservatoire met ten of its eleven yearly milestones. The one target where performance is below the baseline relates to students from low participation neighbourhoods. As is well documented, this is a particular challenge for London based organisations such as 6 of our 8 schools. As part of our 2016-20 strategy, we are further exploring how to expand our regional work and, as set out in our 2018-19 access agreement, we plan to extend this to a number of opportunity areas. In areas such as dance especially, to develop the talent pipeline to access conservatoire training may take a number of years and whilst we ramp up work in this area, it is still unlikely a rapid shift in this metric will be seen.

## **Equality and Diversity**

### **Equality Action Plan**

The 2017-21 Equality Action Plan has been in implementation for a year now. Attached to this paper is the proposed actions for 2018-19 year coming out of the Equality and Diversity Committee and as approved by Senate. It should be noted that in 2017-18, the Conservatoire undertook to provide access to online Equality and Diversity training for staff in all schools and for the Governing body. This compliance level training has been provided to 385 staff as the groundwork for more in depth training where necessary.

### **Equality and Diversity Duty**

**As per our requirements under the public sector equality duty, we continue to publish annual data by 31<sup>st</sup> January of diversity statistics relating to students registered with the conservatoire and staff directly employed by the Conservatoire on our website on <http://www.cdd.ac.uk/about-us/equality-and-diversity/>**

## **Student Registration Statistics for 2016-17 Academic Year**

### **All students**

*By ethnicity*

BAME 20%

*By gender*

Female 63%

*By disability*

Declared disability 24%

**UK-domiciled students**

*By ethnicity*

BAME 15%

*By gender*

Female 58%

*By disability*

Declared disability 30%

**Employee Diversity Statistics for 2016-17 Academic Year**

**Central Services staff (\*excludes staff employed by schools)**

*By ethnicity*

BAME 25%

White 75%

*By gender*

Female 67%

Male 33%

*By disability*

Declared disability 8%