

# Access and Widening Participation Statement

## 1. Introduction

Morley College London is comprised of 2 former colleges, Morley College and Kensington and Chelsea College. They merged in February 2020 to form Morley College London.

Morley College London is committed to creating an environment for students that actively provides equality of opportunity, freedom from discrimination and values the diversity of all students and prospective students. The College seeks to broaden the pool of potential applicants by raising awareness and expectations in line with its commitment to widening participation, particularly but not exclusively, to its local community<sup>1</sup>.

The College values highly the diversity and range of experience that prospective students contribute to college life. Recruitment and admissions processes aim to match the abilities, aptitude and aspirations of the student to the programme of study.

## 2. Strategic aims (abridged content from the 2021-25 Strategic Plan)

The College took its present form in February 2020 following the merger of Morley College and Kensington and Chelsea College. Both institutions had long shared the same values, with roots going back to the 19th century and a proud record of serving learners in their respective boroughs and beyond.

The merged college, operating from three main Centres in Chelsea, North Kensington and Waterloo as well as online, aims to meet the learning needs of a growing number of students, and to be a force for public good within the communities that we serve.

Learning, teaching and assessment are creative and promote equality and diversity, with highly effective student engagement enabling all students, including the most able and the most disadvantaged, to make progress.

We advance diversity by working closely with our local communities and we offer learning opportunities and experiences that serve the needs of an increasing number of students whose diversity matches that of the city in which we live.

Morley College London is committed to Equality, Diversity and Inclusion (EDI), with EDI forming a college value and as a cross-cutting theme in its 2021-25 Strategic Plan.

### 2b. Equality, Diversity and Inclusion priorities

Morley College London recognises that there is inherent strength through diversity amongst our staff, student and stakeholder communities, and encourages the development of this strength across all areas of our work. This includes working towards 'Investors in Diversity'<sup>2</sup> status as awarded by the National Centre for Diversity.

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<sup>1</sup> Extract from HE Admissions Policy 2021

<sup>2</sup> As a practical expression of our commitment to diversity - the College is working towards becoming an 'Investor in Diversity', which is a scheme accredited by the National Centre for Diversity. ([www.nationalcentrefordiversity.com/diversity-accreditations/](http://www.nationalcentrefordiversity.com/diversity-accreditations/)).

### 3. Geographical location and impact

The Waterloo site borders Lambeth and Southwark boroughs; whereas the Kensington and Chelsea sites are situated in the Royal Borough of Kensington and Chelsea.

Using various statistical sources, a picture of the local catchment areas of our students emerges:

Indices of Deprivation 2019<sup>3</sup>: when local authorities are ranked from 1 to 317, where 1 is the most deprived and 317 the least deprived we see under the **multiple index** (see footnote) that:

Southwark ranks 43rd  
Lambeth ranks 42nd  
Kensington and Chelsea ranks 122nd

Specifically looking at the single index of **Education, Skills and Training**, we see that:

Southwark ranks 262nd  
Lambeth ranks 267th  
Kensington and Chelsea ranks 313th

Specifically looking at **Income** as the single index, we see that:

Southwark ranks 40th  
Lambeth ranks 45th  
Kensington and Chelsea ranks 187th

This informs us that there is a difference between our sites' local catchment areas with that distinction important in policy decisions and outreach activity so as to retain contextual understanding of the student-base. Southwark, Lambeth and Kensington and Chelsea all fare well in terms of education and skills, whereas Southwark and Lambeth fare much worse when the other 6 areas of deprivation are factored in. Income differences between Lambeth/Southwark compared to Kensington and Chelsea are also significant. In considering the student profile, recognition of these contextual factors may assist College policies around: bursary support and financial guidance; reaching the unemployed; access to support for disabled students; and promoting funding streams open to students.

The 2011 Census<sup>4</sup> also provides useful information in understanding our student-base. For Kensington and Chelsea of note is<sup>5</sup>:

- More than one-fifth of all households (16,389) have a first language that is not English, this is the fourth highest proportion in the country
- 53% of our residents have a level four qualification (equivalent to a university degree), the fourth highest proportion nationally, and Kensington and Chelsea is ranked second to bottom for those with no qualifications (10 per cent)

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<sup>3</sup> The Indices of Deprivation 2019 provide a set of relative measures of deprivation for small areas (Lower-layer Super Output Areas) across England, based on seven domains of deprivation. The domains were combined using the following weights to produce the overall Index of Multiple Deprivation: Income Deprivation (22.5%), Employment Deprivation (22.5%), Education, Skills and Training Deprivation (13.5%), Health Deprivation and Disability (13.5%), Crime (9.3%), Barriers to Housing and Services (9.3%), Living Environment Deprivation (9.3%)

<sup>4</sup> This is the most recent Census data available, the next census will be conducted in 2021

<sup>5</sup> [Census 2011 - December Release Summary.pdf \(rbkc.gov.uk\)](https://www.rbkc.gov.uk/census-2011-december-release-summary.pdf)

- 61 per cent of our residents have a UK passport, the lowest proportion of any local authority in England and Wales.
- Excluding the UK and Ireland, the borough is ranked first for the proportion of residents with EU passports (20 per cent)
- Less than half of all residents (48 per cent) were born in the United Kingdom, the fourth lowest proportion of all local authorities in England and Wales
- 28 per cent of all residents arrived in the UK between 2001-2011, the second highest proportion after Westminster (30 per cent)
- Kensington and Chelsea has the highest proportion of residents who describe themselves as belonging to a non-British identity (38 per cent)
- The proportion of White British residents has decreased from 50 per cent to 39 per cent between 2001 and 2011

For Southwark<sup>6 and 7</sup>, of note is:

- Estimated population is 288,300 (March 2011), representing a population increase of 12.3%
- 49.5% males, 51.5% females
- There is a large proportion of people aged between 25-34
- 68% of all passport holders have a UK passport
- 314,000 population, large number of whom are young adults in their 20s and 30s
- Over 120 languages spoken, 11% of households have no members who speak English as their first language
- The ethnic diversity of the borough varies by age group: the population under 20 is much more diverse than other age groups with similar proportions of young people from white and black ethnic backgrounds
- The local population is classified as 54% white, 25% black, 11% Asian
- Each year 10% of people move out and 10% move in

Lambeth<sup>8</sup> the following is noted:

- 69% of all passport holders have a UK passport
- Population of 318,000
- Complex social and ethnic mix with a large African and Portuguese population
- Young age profile – destination for young working people rather than families
- The young working age population is roughly even between males/females, for those over 50, there are slightly more females than males
- Approximately 12% of the local population leave and are replaced each year; 88% remain
- Around 40% population is white with a UK background
- 25% of the population are black, black African making up the largest non-white ethnic group (11.5%) followed by black Caribbean (9.8%)
- There is also a small Asian population of 7.8% (London average is 14.5%)
- 150 different languages are spoken, 6% of the population speak a main language other than English (mostly EU or African languages)
- 37,000 people in Lambeth have a long-term illness or disability

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<sup>6</sup> [Census 2011 briefing - Southwark Council](#)

<sup>7</sup> <https://www.southwark.gov.uk/assets/attach/7379/JSNA-Factsheet-2018-19-Demography-20180725.pdf>

<sup>8</sup> [FINAL Appendix One- Summary of Lambeths demographics 0803.pdf](#)

- 40,000 people live in poverty before housing costs are factored in, 87,000 people live in poverty after housing costs are factored in
- A third of working age people and quarter of retirement age people are living in poverty
- The borough has relatively few jobs: biggest sectors are human health and social work and administrative and support services

A contextual understanding of the student-base is essential in Morley College London's policy decisions and engagement.

#### **4. Purpose of Access and Widening Participation**

The Office for Students (OfS) – England's independent regulator of Higher Education – set long-term targets for all Higher Education Institutions (HEIs) to eliminate the gap in entry rates and achievement between the most and least represented groups. This Access and Widening Participation Statement is Morley College London's commitment to that goal. Our commitment includes:

- 1) A contextualized understanding respecting the different characteristics of students based on wider statistical evidence (Census data, indices of deprivation) (as detailed in section 2 above)
- 2) Commitment to understanding its own students body through:
  - Data analysis of applications, enrolments, achievement, progression;
  - Analysis of trends over time of applications, enrolments, achievement and progression, reported to the Access to HE and HE Sub-Committee, which will monitor the impact of our actions;
  - Actions based on the evidence of those data analysis outcomes.
- 3) Outreach activities which promote higher education access through:
  - Information, advice and guidance,
  - Personal statement clinics,
  - Open days,
  - Progression activities in local schools and within the College's own level 2 and level 3 provision,
  - Using former students as examples of success,
  - Utilising appropriate media to reach under-represented students.
- 4) Promotion of supporting courses in English for Academic Purposes as part of the College's community-based English as a Second Language provision which will act as preparation for non-native speakers of English wanting to enter higher education;
- 5) Each class having a group profile as part of its Scheme of Work<sup>9</sup> so that tutors can focus on the interface of students with course content, acknowledging additional needs and how the curriculum may need to be shaped; acknowledging the composition of the group by protected characteristics and how that may affect outcomes (taking steps to counteract)
- 6) An institutional commitment that Access and Widening Participation covers the whole student lifecycle: application, recruitment, course delivery and curriculum, retention, success, onward progression and employability. This will be achieved through staff development and the internal promotion of the access and widening participation agenda linking teams that contribute to the continued student journey e.g. admissions, careers, and curriculum teams.

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<sup>9</sup> A summary of intention of course delivery