

Equality Objectives 2018 - 2021

As part of the College's specific responsibilities under the Public Sector Equality Duty the College is required to set equality objectives for the organisation at least every four years. Progress against the current Equality Objectives was reported in the Annual Equality and Diversity Report 2016-17 in February 2018 and indicated that whilst some objectives needed to be continued, others needed to be further refined and in addition new ones added

The following objectives are proposed for the period 2018-21 in line with the timeline for the revised College Strategic Plan

Strategic Objective	Actions	Measures	Lead
Ensure that the College promotes and fosters a culture of equality and diversity for all learners through the delivery of teaching and learning, enrichment and tutorial activities and learner voice activities.	<ul style="list-style-type: none"> Continue to provide training for staff on the promotion of equality and diversity in teaching and learning Continue to measure the extent to which equality and diversity is promoted through the developmental lesson observation scheme Ensure equality and diversity is included in the induction programme for all learners Promote equality and diversity through a programme of college campaigns and enrichment activities Encourage feedback from learners on equality and diversity through student surveys, open forums and student representative meetings 	<ul style="list-style-type: none"> 90% of lessons observed demonstrate the promotion of equality and diversity A programme of equality and diversity campaigns and enrichment is in place and being delivered 95% of learners agree with the statement; 'I am treated with respect' (Learner Survey) 95% of learners agree with the statement; 'I understand the College's Respect Campaign' A high scoring to the statement; 'I feel that the College has a positive response to equality and diversity issues' as measured through staff surveys. (3.5 out of a maximum of 4) 	Director of Quality and Learner Experience
Improve the collection of equality and diversity data for learners and staff against the protected characteristics within the Equality Act 2010 and ensure that this data is used to improve outcomes for all our College community	<ul style="list-style-type: none"> Provide information to learners and staff on why equality and diversity data is collected and how it is used Ensure staff involved in admissions and enrolment are actively encouraging learners to provide their personal information, whilst 	<ul style="list-style-type: none"> The proportion of 'Unknown' equality indicators is reduced to no more than 2% for both staff and learner data An annual report providing information on the equality and diversity data for learners and staff and how it is used. 	Director of Quality and Learner Experience Head of Human Resources

Strategic Objective	Actions	Measures	Lead
	<p>recognising their right to withhold this information should they so wish</p> <ul style="list-style-type: none"> • Encourage staff to provide their personal information through the staff portal • Publish staff and learner data on at least an annual basis and show how data has been used 		
<p>Close the achievement gap for the following groups of learners;</p> <ul style="list-style-type: none"> • Male learners aged 16-18 • Learners with a mixed ethnicity 	<ul style="list-style-type: none"> • Analyse the reasons for the achievement gaps of these two groups and put appropriate actions into place • Monitor attendance and retention by these two equality groupings and make appropriate interventions if learners are performing less well • Identify 'At Risk' learners early in their programme and provide support to overcome any barriers to retention and achievement 	<ul style="list-style-type: none"> • There is no more than a 4% variance in success against the average for male learners aged 16-18 and those from a mixed ethnicity group areas 	<p>Director of Quality and Learner Experience</p>
<p>Staff will be supported in meeting their responsibilities for equality and diversity through sharing best practice within the College and providing a programme of staff training on Equality and Diversity</p>	<ul style="list-style-type: none"> • Ensure all staff undertake an on-line training package on awareness raising and working in a diversity community • Continue to put in place an annual programme of equality and diversity staff training • Continue to develop the equality and diversity area of The Hub to provide information and news on equality and diversity matters • Collate and share good practice on equality and diversity across the College 	<ul style="list-style-type: none"> • All staff attend at least one equality and diversity training session per year • A termly report on the sharing of best practice in equality and diversity • At least one article a term on good practice in equality and diversity published in College Knowledge 	<p>Head of HR Director of Quality and Learner Experience</p>

Strategic Objective	Actions	Measures	Lead
<p>Achieve the Leaders in Diversity Award to demonstrate the College's on-going commitment to Equality, Diversity and Inclusion</p>	<ul style="list-style-type: none"> • Conduct diagnostic surveys with external stakeholders to identify the starting point in terms of working with them to support the promotion of equality diversity and inclusion • Develop an action plan to achieve the standard • Prepare for assessment • Revise and publish the Single Equality Scheme following consultation with appropriate stakeholders 	<ul style="list-style-type: none"> • Leaders in Diversity Award achieved • Revised Single Equality Scheme published 	<p>Director of Quality and Learner Experience</p>