

EQUALITY AND DIVERSITY ACTION PLAN 19/20

Equality Objective 1: Continue to narrow the achievement gaps in attainment for students, across all protected characteristics and none.

Action	Timescales	Responsibility
Identify and analyse achievement gaps across the college, by school and campus across all protected characteristics	December 2019	Heads of School/Faculty Heads
Develop action plans for closing the above achievement gaps as part of QIP. Ensure gaps are analysed by protected characteristics for: <ul style="list-style-type: none"> - admissions - progression - destinations - grade profile - attendance - disciplinaries - complaints - exclusions 	December 2019	Heads of School/Faculty Heads/ Director – English and Maths/ Head of Quality
Arrange for feedback from affected students via focus groups to identify the issues (e.g. mental health and dyslexia)	January 2020	Heads of School/Faculty Heads
Organise focus groups for staff to identify training needed regarding E&D	January 2020	Exec Director Workforce Development
Develop a cross college E&D training programme that is relevant and targeted in line with the achievement gaps identified via appraisals	February 2020	Exec Director Workforce Development
Develop and implement the Mental Health First Aiders programme for both staff and students	March 2020	Exec Director Workforce Development
Record pregnancy/maternity protected characteristic to enable measurement of achievement rates	July 2020	MIS Director

Equality Objective 2: Take every opportunity to foster a culture of dignity, respect and inclusion across the whole College community.

Action	Timescales	Responsibility
Ensure all student processes are inclusive and certain groups are not disadvantaged (e.g. ESOL students during enrolment)	June 2020	Exec Director Marketing & CE/ MIS Director
Develop an E&D calendar of activity and ensure all identified events are celebrated	Ongoing	E&D committee members
Embed E&D into the observation process and monitor progress	Ongoing	Head of Quality
Build staff skills and confidence to promote E&D through teaching and learning and share good practice through CPD events and resources	Ongoing	Head of Quality
Ensure E&D is fully integrated into apprenticeship training from sign up, induction, progress reviews and assessment visits. Ensure that teaching, learning and assessment is appropriate for students who study remotely	Ongoing	Head of Employer Engagement
Ensure equality analysis processes are firmly embedded to ensure all protected characteristics are included in the college decision making	Ongoing	Exec Director Marketing & CE
Identify and report on satisfaction gaps in various learner voice surveys and work with areas to develop action plans to minimise the gaps	Ongoing	Exec Director Marketing & CE
Include E&DI questions in the college surveys	February 2020	Exec Director Marketing & CE
Promote positive and respectful relationships	Ongoing	Assistant Principal – Student Engagement

Equality Objective 3: Maximise opportunities to develop understanding, and celebration of equality, diversity and inclusion both within teaching, learning, assessment and beyond the classroom to all aspects of College life.

Action	Timescales	Responsibility
Ensure all students and staff have the knowledge and understanding on how to identify and respond appropriately to discrimination, harassment and victimisation including the need to report such incidents	March 2020	Assistant Principal – Student Engagement / Exec Director Workforce Development
Promote student success in underrepresented areas (e.g. women in STEM), covering all equality strands	Ongoing	Exec Director Marketing & CE
Engage with local employers to maximise opportunities for students from disadvantaged backgrounds and / or protected characteristics	Ongoing	Head of Employer Engagement
Review our enrichment programme to ensure that all students can take part and monitor participation against equality strands	October 2019 and ongoing	Director of Student Services

Equality Objective 4: Develop the capacity of each College team to embed equality and diversity, distinctly and within specified areas

Action	Timescales	Responsibility
Each college team to identify E&D actions for their area and include in their QIP/development plan	January 2020	Exec Director Marketing & CE
Ensure all staff have E&D targets and these are recorded in appraisals	July 2020	Exec Director Workforce Development
Actively encourage and improve staff disclosure rates for sexual orientation and religion	April 2020	Exec Director People Services/ Exec Director Workforce Development
Analyse underrepresentation by different steps in the recruitment process and identify any issues	January 2020	Exec Director People Services
Review staff recruitment and selection process to ensure it is inclusion focused	January 2020	Exec Director People Services