

Equality & Diversity – a Strategic Overview June 2016

What we do really well

Equality & Diversity is a Strategic Priority and is a constant theme and message across the College. It has a high profile and has attracted numerous awards over the past three years.

Cross College events focussed on Equality & Diversity throughout the year.

All College policies and procedures fully compliant with the Equality Act.

Wide variety of good quality Equality & Diversity training for staff.

Very good opportunities for the Learner Voice surrounding Equality & Diversity issues.

Very good opportunities for the Staff Voice surrounding Equality & Diversity issues.

Equality & Diversity promoted and developed in the classroom.

Promotion and support of LGBT+ for students.

Good analysis of data enabling us to narrow the achievement gap of our students year on year.

Prevention of student and staff bullying – achievement of BIG award and BIG award in the workplace.

Accessibility/signage across the College.

Compliance of all sub-contractors.

Making reasonable adjustments for staff and students to accommodate their needs.

Analysis of formal complaints for Equality & Diversity themes to inform future practice.

What we do well but need to improve further

Front line customer facing staff awareness of the range of protected characteristics and how to support them.

Impact assessment process of marketing materials.

Student Induction – introduction to Equality & Diversity from the start (*Respect & Prevent training*).

Identifying positive action strategies to recruit staff from all backgrounds.