

Equality, Diversity & Inclusion – Strategic Overview 9 July 2018

What we do really well

Equality and 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, including Equality Standard – Gold Award, reaccredited in 2017.

All College policies and procedures fully compliant with the Equality Act, 2010.

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

Wide variety of good quality equality and diversity training for staff and students, beginning at induction.

Very good opportunities for the learner and staff voice surrounding Equality & Diversity issues.

Equality and diversity are promoted and supported in the classroom.

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.

British Dyslexia Association quality kitemark.

Cross College events focussed on equality and diversity throughout the year, supporting and working with local organisations.

Accessibility/signage across the College.

Compliance of all sub-contractors.

To continue to ensure all students, staff and Governors have participated in some form of training / activity and demonstrate Equality and Diversity values. To continue raising awareness of and embed the Prevent agenda and promoting Community Values

To continue to ensure that all students and staff have participated in some form of PREVENT training / activity and referrals demonstrate high levels of awareness.

Analysis of formal complaints for equality and diversity themes to inform future practice.

What we do well but need to improve further

Improve staff representation for underrepresented groups.

To continue to reduce the pay gap for protected groups and ensure the College is better than national norms.

Gather additional data for our student body at 2018 enrolment.

Improve staff data available for analysis.

Improve staff survey results in relation to equality of opportunity.