

IN-YEAR EQUALITY, DIVERSITY & INCLUSION ACTION PLAN 2018-19

From April to July 2019

TEACHING & LEARNING

*Protected characteristic (PC) addressed: Gender (G) Race (R) Disability (D) Age (A) Sexuality (S) Religion/Belief (RB) Gender Re-assignment (GR)
Pregnancy/Maternity (PM) Marriage/Civil Partnership (MC)

ACTION/TARGET	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
<p>1. Improve learner performance and narrow achievement gaps</p> <p>Quality Improvement Plans (QIPs) in place – emphasis on improvements in outcomes for:</p> <ul style="list-style-type: none"> English & maths Apprenticeships Teaching, learning & assessment Leadership & management Work experience <p>2. Following provisional analysis of outcomes for 2018/19, agree 2019/20 targets for specific groups where achievement gap exists, together with supporting actions needed to address</p>	All	<p>Improved achievement rates</p> <p>Narrowing of the achievement gap; improved learner success</p>	<p>DD</p> <p>DD/DW</p>	<p>July 19</p> <p>Aug 19</p>	

ACTION/TARGET	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
3. Commence preparation of a single English & maths strategy for 2019/20	All	Improved English and maths achievement rates (strategy to identify targets to be set for 2019/20) Improved high grades (strategy to identify targets to be set for 2019/20)	DD	July 19	
4. Compile annual report of learner enrichment/E&D activities	All	Equality is embedded and evidenced in curriculum and enrichment	JG	July 19	

EQUALITY: STAFFING

ACTION	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
1. Ensure staff E&D data is fully up to date to facilitate detailed reporting of staff profiles and inform target setting	All	Comprehensive staff data available to facilitate detailed E&D reporting, to inform target-setting and action planning to ensure the staffing profile is representative of the learner body and community	DW/SL	July 19	

ACTION	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
2. Sign up to the DWP's 'Disability Confident-Committed' Scheme	D	Disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations	DW/SL	May 19	
3. Sign up to the 'Time to Change' Employer pledge	D	Excellent practice in place to support staff experiencing mental health issues and to tackle the stigma around mental health	DW	April 19	
4. Undertake a comprehensive review of the staff recruitment process; improve the jobs website presence and online application facility	All	A fair and professional recruitment process is in place in which under-represented groups are not placed at an unfair disadvantage The application process is clear and easily accessible to all	DW/GK	May 19	
5. Complete the gender pay gap report (snapshot date 31 st March 2018) and develop action plan to address findings as appropriate	G	College is able to identify, and act on, any gender pay inequalities; pay structures are transparent; ability to attract, develop and retain high calibre female staff is improved	DW	April 19	

EQUALITY: GENERAL

ACTION	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
1.Begin preparation of content for a comprehensive Single Equality Scheme, to be in place for 2019/20	All	Active promotion of equality across all 9 'protected characteristics' Appropriate format in place through which the College can demonstrate its compliance with the Equality Duty through the publication of relevant equality information and key equality objectives	DW	Aug 19	
2. Identify E&D data requirements going forward for both learners and staff, and develop reports accordingly	All	Reports in place to facilitate detailed analysis of E&D data and inform action planning/target-setting	DW/DD	July 19	
3. Establish equality-related working groups as follows: a) E&D Management Group b) Cross-College Equality Group, comprising staff and learner representatives	All	To provide a mechanism by which to: a) drive forward E&D priorities and assess progress against targets/action planning b) promote learner and staff voice in relation to E&D, and feed back any issues/developments	DW	April 19	

ACTION	*PC	INTENDED IMPACT	LEAD MANAGER(S)	BY WHEN	PROGRESS/REVIEW COMMENTS
4. Review the equality impact assessment (EIA) process	All	More rigorous assessment of EIA as a result of more effective staff and learner representation and involvement	DW	April 19	
5. Undertake an audit of E&D-related activities delivered to learners during the 2018/19 academic year, and identify any gaps/areas to address/promote	All	Assessment of activity done to date to identify gaps/areas to promote going forward, resulting in active promotion of equality and raised awareness; encouragement of tolerance; challenging of stereotypes and prejudice	DW/JG	June 19	
6. Undertake an equality impact assessment of impact of merger, and develop action plan to address findings as appropriate	All	Ability to assess whether merger has had any detrimental impact on disadvantaged or vulnerable learners or staff and take action to address as appropriate	DW	April 19	