

Equality & Diversity Objectives and Action Plan 2016 – 2020

Under the Equality Act 2010, the College has a duty to prepare and publish one or more diversity objective to do any of the things mentioned in the general duty to promote equality:

- ♦ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- ♦ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- ♦ Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The actions and objectives below outline the College commitment to progressing Equality and Diversity across the College:

Equality Strand	Action	Responsibility	Milestone	Progress to date
All	Merge equality and diversity forum across SDC and HSFC, review terms of reference for merged college, propose and agree E&D objectives for merged college.	Assistant Principals, SDC/HSFC, supported by HoLS SDC	Feb 2017	
All	Equality & Diversity Group to meet termly with agreed programme of activity that impacts positively on student outcomes for specific groups 1. Collect Learner Voice from ethnic minority groups that achieve less well than their peers and create action plan to support improvement 2. Provide additional dyscalculia training to staff working with students in this group to support improved outcomes	Equality & Diversity Forum 1. Student Union/Learner Voice Coordinator/ Head of Learner Services 2. Director of Curriculum Inclusive Learning/ Learning Manager, Inclusive Learning	2016/17 June 2017 Easter 2017	
Sexual Orientation	Remain Stonewall Diversity Champion, and optimize membership, promoting best practice across College	Assistant Principal, Human Resources & Organisational Development	July 2017	
All	Review equality data for students and staff, making recommendations around extending data collection to include 9 characteristics.	Equality & Diversity Group	Forum meeting 15/02/2016	
All	Review staff Equality and Diversity disclosure and monitoring reports to identify further actions required	Becky Abrey – Director of Human Resources & Organisational Development		
All	Launch Equality & Diversity training/refresher for staff	Equality & Diversity Group	Sept 2016	E&D online training module launch Jan '17.