



Equality Objectives 2019-2022

Following a review of the information we have gathered regarding equality of opportunity for all stakeholders the College has identified the following key objectives:

Objective 1	Ensure our services and site are fully accessible to our community
Objective 2	Promote an inclusive and welcoming work environment
Objective 3	Remove or minimise disadvantages of students with protected characteristics, especially those with mental health conditions
Objective 4	Promote inclusiveness and diversity through education, training and cross-college events
Objective 5	Eradicate discrimination-based bullying

Action plan

Objective	Actions	Success Criteria	Person/s responsible	Date for review
1. <i>Ensure our services and site are fully accessible to our community</i>	<ul style="list-style-type: none"> The College will take account of the needs of students, staff and other users with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, including access points, lighting, acoustic treatment, and more accessible facilities and fittings. Improve the delivery of written information to students, staff, parents and visitors with disabilities. Whenever possible, any information will be made available in various preferred formats within a reasonable time frame. 	<ul style="list-style-type: none"> All areas of the college will be accessible to staff and students with mobility, visual and hearing impairments. All information will be presented in clear English and be accessible via Moodle or the College website 	<ul style="list-style-type: none"> Premises SLT 	Annually (in September)
2. <i>Promote an inclusive and welcoming work environment</i>	<ul style="list-style-type: none"> Review staff application and recruitment process to ensure all necessary forms and selection activities are accessible and fair. Liaise with <i>Access-to-work</i> to obtain guidance on design of workstations and facilities, with required modifications undertaken for staff with specific needs. Staff with specific needs will be reviewed annually to ensure their needs are still being met Training for line managers to identify and support team members with emerging disabilities 	<ul style="list-style-type: none"> Applicants will feel confident that they are being fairly and equitably assessed for employment As far as possible all staff will have optimal workstations and facilities Line managers will have full understanding of the needs of those working within their teams 	<ul style="list-style-type: none"> HR HR & Premises LFE/LCA 	September 2019 Ongoing October 2019
3. <i>Remove or minimise disadvantages of students with protected characteristics, especially those with mental health conditions</i>	<ul style="list-style-type: none"> Analysis of gaps in attendance/performance to inform focus for interventions and to enable early identification of students at risk Regular monitoring of students at risk with follow up programme for those not achieving target grades (referral to Upgrade for additional support, compulsory workshop attendance etc.) Improve the speed of referral to internal support and external agencies. College staff to receive training in understanding and supporting students with mental health needs 	<ul style="list-style-type: none"> Students with protected characteristics and those at risk will perform in line with their peers All students at risk will be identified early and referred for external support where indicated All staff are able to recognise basic signs and symptoms of mental health conditions and know how to refer to relevant staff for support. 	<ul style="list-style-type: none"> DMA DoLs MOB/PDA MOB/MHN 	Annually (in August) Ongoing October 2019

4. <i>Promote inclusiveness and diversity through education, training and cross-college events</i>	<ul style="list-style-type: none"> Curriculum review to consider access to the curriculum for students with a disability or from minority/disadvantaged/under-represented groups to consider accessibility and pertinence of curriculum for our community College staff receive training in making the curriculum accessible to all students, and awareness of its importance. Welfare to liaise with school colleagues to aid transition from KS 4 to 5 	<ul style="list-style-type: none"> All students are able to access a broad and balanced curriculum to enable them to progress to HE, further training or the workplace All lessons are made fully accessible We have full knowledge of students with additional needs/challenging circumstances who have applied to us 	<ul style="list-style-type: none"> PSW LFE MOB 	<p>December 2019</p> <p>Ongoing</p> <p>June 2020</p>
5. <i>Eradicate discrimination-based bullying</i>	<ul style="list-style-type: none"> Equalities booklet with accompanying discussion to be included in Prep during induction Staff training in the identification and reporting of bullying incidents SLT to monitor incidents of bullying of those with protected characteristics Student welfare workers take a restorative approach to dealing with incidents of bullying in the first instance Student support policy and procedures followed by all staff when any type of bullying detected (recap of procedures in annual training) 	<ul style="list-style-type: none"> All students will understand what constitutes bullying and how to share this information with staff All staff will recognise signs of bullying and intervene/pass information to welfare team 	<ul style="list-style-type: none"> ABU LFE/MOB 	<p>September 2019</p> <p>Ongoing</p>