

Equality and Diversity Objectives 2020-24

1

Improve knowledge

The college must ensure that all staff and students at all levels meet and exceed the prescribed minimum standard of knowledge expected for equality, diversity and inclusion.

Actions:

- Completion of staff EDI Training on SmartLog.
- Completion of staff EDI Training to receive an EDI lanyard badge.
- EDI training for students in pastoral timetable.

Success:

All staff to have been trained and understand EDI related training and proudly displaying an EDI lanyard badge.

2

Reduce Gaps

The college must work towards reducing all identified retention and achievement gaps to ensure that every student achieves well, regardless of their protected characteristic group.

Actions:

To work towards narrowing identified achievement gaps to no more than 3% between any groups over the next four-year period.

Success:

A reduction in gaps between identified protected groups.

3

External Validation

The college seeks validation from external partners in order to ensure that it meets and exceeds all EDI requirements. This will allow the college to publish kite marks of acknowledged high standards.

Actions:

To identify and register for specific EDI partners where the college can seek external validation of its EDI practice.

Success:

Registration with external validation partners and meeting a set level of standards.

4

Know our staff and students

We do not currently collect data about all protected characteristics from our candidates, staff or students. As a result, we have no baseline on which to make a judgement or to identify any meaningful actions or targets.

Actions:

Collect data on all protected characteristics from job applicants, staff members and students this to set equality related objectives.

Success:

The college holds protected characteristics for Staff, candidates, and students for anonymous analysis.