

EQUALITY OBJECTIVES 2012-2016

1.0 Students

1.1 Student voice

- Conduct regular consultation exercises with students with protected characteristics in order to gather qualitative information about their experiences at the College and address any equalities issues that arise.
- Disaggregate the annual online student survey by protected characteristic, analyse data and take action to address any equalities issues.
- Find sensitive ways of gathering data on the experiences of our students by sexual orientation and religion/belief in order to ascertain whether there are any equalities issues that need to be addressed.

1.2 Student recruitment

- Increase recruitment of female students in the following vocational areas:
 - construction and planning
 - engineering and manufacturing technology
 - information and communications technology
- Increase recruitment of male students in the following vocational area:
 - health and care
 - hair and beauty
- Increase recruitment of Black and Minority Ethnic students in the following vocational areas:
 - arts, media and publishing
 - retail and commercial enterprise
- Increase recruitment of students declaring a disability or learning difficulty in the following vocational areas:
 - business, administration and law
 - science and mathematics
- Increase recruitment of Black and Minority Ethnic students to the College's higher education programmes.

1.3 Student success

- Research the underlying reasons for the lower success rates for our Bangladeshi and Black Caribbean students and implement actions to improve this.
- Increase the success rates of adult students (19+yrs) and part-time students in order to close the success rate gap with 16-18 year olds and full-time students respectively.
- Increase success rates for female students in:

- engineering and manufacturing technology
- Increase success rates for students declaring a disability/learning difficulty in:
 - construction and planning
 - history, philosophy and theology

1.4 Curriculum

- Fully integrate Equality and Diversity into all aspects of the curriculum across the College.

1.5 Student disciplinary and complaints

- Gather evidence of student disciplinary action and complaints by gender, ethnicity and disability. Analyse data and implement actions to address any equalities issues.

2.0 Staff

2.1 Disclosure of protected characteristics

- Reduce non-disclosure of ethnicity and disability.
- Increase disclosure of other protected characteristics.

2.2 Staff recruitment

- Achieve the Job Centre Plus Two Ticks Disability Award for recruitment of disabled applicants.
- Increase the proportion of BME staff, including managers.

2.3 Staff voice

- Disaggregate annual staff survey by protected characteristic, analyse data and implement actions to address any equalities issues.
- Conduct regular focus groups and round table discussions with staff with protected characteristics.

2.4 Data collection and analysis

- Disaggregate staff equality and diversity data by curriculum and support staff and take action to address any equalities issues.
- Analyse data on staff training, promotion, turnover, disciplinary and grievance by protected characteristic and implement action to address any equalities issues.

3.0 Environment

- Improve accessibility of buildings to ensure full inclusion of our students and staff with disabilities.

4.0 Governors

- Continue to increase the diversity of the governing body.

5.0 Equality Impact Assessments

- Complete Equalities Impact Assessments (EIA) on all policies, procedures and processes. Analyse data and implement action to address any equalities issues.
- Collect and analyse evidence of impact of EIAs on advancing equality and diversity at the College.