

Equality and Diversity Objectives 2015-16

Summary

Objective	Protected Characteristic	Public Sector Duty		
		Eliminate	Advance	Foster
1. By December 2016 to train and empower staff so that they are able to manage and confidently challenge discussions regarding to Equality and Diversity issues including British Values.	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage & Civil Partnership • Pregnancy & Maternity • Sex • Sexual orientation • Race • Religion or belief 	✓	✓	✓
2. To have a comprehensive overview of where bullying is taking place and monitor if it is linked to protected characteristics by the end of the academic year 2016/17.	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage & Civil Partnership • Pregnancy & Maternity • Sex • Sexual orientation • Race • Religion or belief 	✓	✓	✓
3. By April 2018, to eradicate offensive language being used amongst students specifically towards LGBT students.	<ul style="list-style-type: none"> • Sexual orientation • Sex 	✓	✓	✓

<p>4. For the start of 2016/17 academic year, to offer alternative enrolment arrangements for High Needs/SEND Learners.</p>	<ul style="list-style-type: none"> • Disability 	✓	✓	✓
<p>5. From August 2016, to publish an annual accessibility report, detailing all areas within each college site that are accessible. This will include identifying where we cannot make reasonable adjustments for specific reasons and what alternative actions can be taken.</p>	<ul style="list-style-type: none"> • Disability • Pregnancy and maternity • Gender reassignment 	✓	✓	
<p>6. By September 2016 to review all SEND disclosure, assessment and support provision in line with the SEND reforms, ensuring that relevant support and reasonable adjustments are in place, in a timely manner, creating a positive impact for the learner journey. By Dec 2016 to have clear service standards for all aspects of this work.</p>	<ul style="list-style-type: none"> • Disability 	✓	✓	✓
<p>7. To reduce the gender pay gap from 11.3% in August 2015 to 9% by April 2020.</p>	<ul style="list-style-type: none"> • Sex 		✓	
<p>8. Create a culture where staff feel able to disclose their sexual orientation status, decreasing the 49% of staff who 'prefer not to say' or quote 'unknown' to 25% by April 2020.</p>	<ul style="list-style-type: none"> • Sexual orientation 		✓	
<p>9. Increase the number of staff declaring a disability by 3% in 4 years i.e. from 5.43% in August 2015 to 8.5% by April 2020.</p>	<ul style="list-style-type: none"> • Disability 		✓	

10. To ensure that the safety of contractors is maintained by ensuring that all relevant induction paperwork is provided in the relevant first language by September 2016.	<ul style="list-style-type: none"> • Race 	✓	✓	✓
11. By January 2017 to ensure that all students have developed a good understanding of British Values and show respect for one another's differences	<ul style="list-style-type: none"> • Age • Disability • Gender reassignment • Marriage & Civil Partnership • Pregnancy & Maternity • Sex • Sexual orientation • Race • Religion or belief 	✓	✓	✓
12. To increase the overall pass rate of 16-18 students declaring special educational needs or disability from 76.8%, against a national average of 84.1% to 80% by the end 2016/17 and 85% by the end of academic year 2017/18.	<ul style="list-style-type: none"> • Disability 		✓	
13. To increase the overall pass rate of 19+ students declaring a special educational need or disability from 83.9%, against a national average of 89.2% to 90% by the end of academic year 2017/18.	<ul style="list-style-type: none"> • Disability 		✓	