

## Equality and Diversity Objectives:

**April 2016 – April 2020**

Objective	Protected Characteristic	Public Sector Duty		
		Eliminate	Advance	Foster
1. By July 2018 to ensure staff are sufficiently trained to enable them to have the confidence to have difficult conversations with students and fully embed British Values within their teaching.	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Marriage &amp; Civil Partnership</li> <li>• Pregnancy &amp; Maternity</li> <li>• Sex</li> <li>• Sexual orientation</li> <li>• Race</li> <li>• Religion or belief</li> </ul>	✓	✓	✓
2. 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.	<ul style="list-style-type: none"> <li>• Disability</li> <li>• Pregnancy and maternity</li> <li>• Gender reassignment</li> <li>• Religion or Belief</li> </ul>	✓	✓	✓
3. By September 2018 to review and revise all SEND policies, procedures and practises to ensure that they are current, relevant, student focussed and in line with the SEND reforms. To ensure that relevant support and reasonable adjustments are in place in a timely manner, creating a positive impact for the learner journey. By December 2018 to have clear service standards for all aspects of this work.	<ul style="list-style-type: none"> <li>• Disability</li> </ul>	✓	✓	✓

<p>4. Take remedial action where possible to reduce the gender pay gap from 11.3% in August 2015.</p>	<ul style="list-style-type: none"> <li>• Sex</li> </ul>	✓	✓	✓
<p>5. 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. The percentage of staff who select 'prefer not to say' or quote 'unknown' when asked about their sexual orientation has declined since 2014/15 (positive trend):</p> <p>2014/15: 49% 2015/16: 43% 2016/17: 37%</p>	<ul style="list-style-type: none"> <li>• Sexual orientation</li> </ul>		✓	✓
<p>6. Increase the number of staff declaring an existing 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"> <li>• Disability</li> </ul>		✓	✓
<p>7. By the end of each academic year to ensure that all students have developed a good understanding of British Values and show respect for one another's differences.</p>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Marriage &amp; Civil Partnership</li> <li>• Pregnancy &amp; Maternity</li> <li>• Sex</li> <li>• Sexual orientation</li> <li>• Race</li> <li>• Religion or belief</li> </ul>	✓	✓	✓
<p>8. To increase the overall achievement rate of 16-18 students declaring a special education need or disability to 80% by the end of 2016/17 and to 85% by the end of the academic year 2017/18.</p>	<ul style="list-style-type: none"> <li>• Disability</li> </ul>		✓	✓

<p>9. To increase the overall achievement rate of 19+ students declaring a special education need or disability to 90% by the end of academic year 2017/18.</p>	<ul style="list-style-type: none"> <li>• Disability</li> </ul>		✓	✓
<p>10. Increase the number of apprentices declaring a SEND. In 16/17 6.52% of Apprentices declared SEND of which 2.63% were 16-18 and 3.89% were 19+. To identify if there is a reason for lack of disclosure and address any issues identified.</p>	<ul style="list-style-type: none"> <li>• Disability</li> </ul>	✓	✓	✓
<p>11. To interrogate annual equality data to identify where there are any achievement gaps. Investigate reasons and where appropriate put actions plans in place to address.</p>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender reassignment</li> <li>• Marriage &amp; Civil Partnership</li> <li>• Pregnancy &amp; Maternity</li> <li>• Sex</li> <li>• Sexual orientation</li> <li>• Race</li> <li>• Religion or belief</li> </ul>	✓	✓	