

Public Duties - Equality Objectives

The College is required to set Equality and Diversity objectives to meet its three public duties under the Equality Act 2010. The original objectives were set before the legal deadline to do so of 12 April 2012 and have been reviewed annually and were last updated in December 2018.

The Equality Act requires the College to have “due regard” to:	Objectives as at December 2018
(i) eliminating discrimination, harassment and victimisation and any other behaviour which is prohibited under the Act	Broaden the breadth of the protected characteristics that are captured relating to staff and students, and report annually to the College’s Equality, Diversity and Inclusivity Committee.
	Bullying and harassment report considered annually by the Safeguarding Board, along with the number of successful interventions.
(ii) advancing equality of opportunity between persons who share a relevant characteristic and persons who do not	Broaden the breadth of the protected characteristics that are captured relating to staff and report annually to the College’s Equality, Diversity and Inclusivity Committee.
	Quality assurance practices and professional development for all staff promotes equality, diversity and inclusivity in the curriculum and within the College’s community.
	Evaluate student and apprenticeship achievement by protected characteristics and report to the College’s Equality, Diversity and Inclusivity Committee. Provide a summative review and action plan which is presented in the Self-Assessment Report.
(iii) fostering good relations between people with a protected characteristics and those without	Further Equality, Diversity and Inclusivity through our Student Engagement Strategy.