

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 objectives are updated annually to include reference to the focus on embedding equality into the curriculum and to identify and address “gaps” in achievement.

The Equality Act requires the College to have “due regard” to:	Objectives	Updated 18/19
(i) eliminating discrimination, harassment and victimisation and any other behaviour which is prohibited under the Act	Continue to develop and implement systems relating to staff and learners to capture information as to membership of the protected characteristics annually.	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. Update policies annually.
	Student Welfare Manager to continue to analyse incidents of the bullying of learners to identify at risk groups and instigate appropriate remedial action including staff training where appropriate.	The bullying and harassment report is carefully monitored termly by WSC Safeguarding board, which highlights restorative justice methods, to resolve incidents of bullying and harassment.
(ii) advancing equality of opportunity between persons who share a relevant characteristic and persons who do not	Director of Human Resources to monitor that BME staff are representative of the changing local population.	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. This is monitored through lesson observations.
	Student facing staff to promote the embedding of equality and diversity in the curriculum informing annual CPD where necessary.	Quality assurance practices and professional development for all staff promotes equality, diversity and inclusivity in the curriculum and within the College’s community.
	Quality reporting to identify “gaps” in retention and achievement for learners analysed by protected characteristics and to develop and implement an annual action plan to deal with any such issues.	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	Student Welfare Manager to ensure that a full programme of equality events for staff and learners is annually and to monitor understanding of equality issues by staff and learners.	Further Equality, Diversity and Inclusivity through our Student Engagement Strategy. Themes delivered in PPD/tutorial sessions.