

Public Duties - Equality Objectives 2020-21

The College is required to set Equality, Diversity and Inclusion 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 20/21
(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 Continual Professional Learning where necessary.	Quality assurance practices and professional learning for all staff promotes equality, diversity, and inclusivity in the curriculum and within the College’s community. There has been a running theme for professional learning days this academic year to promote and develop our strategy with EDI in the curriculum with external speakers engaging with us and this has led to the proposal of an EDI ambassador group.

	<p>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.</p>	<p>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.</p>
<p>(iii) fostering good relations between people with a protected, characteristics and those without</p>	<p>Student Welfare Manager to ensure that a programme of equality events continues for both staff and students. Monitoring of understanding of equality issues by staff and learners.</p>	<p>Further Equality, Diversity, and Inclusivity through our Student Engagement Strategy. Themes delivered in PPD/tutorial sessions. On demand training and professional learning days include resources on delivering themed sessions to students.</p>