

## Equality and Diversity Improvement Plan 2017/18

CRITERIA Area for Improvement	ACTION POINT What will be done?	PROPOSED OUTCOME What will happen?	RESPONSIBILITIES Who will lead it?	RESOURCES Funding / time
LM6	Further develop information for analysis across the nine protected characteristics, to ensure that equality of opportunity and inclusivity is advanced as a result of the general equality duty. Sufficient information gathered for analysis to demonstrate compliance with general duties.	All nine protected characteristics will be qualified and considered: Age Disability Gender Reassignment* Marriage / Civil Partnership* Pregnancy / Maternity leave* Race Religion or Belief* Sex Sexual Orientation*	Director of HR Director of Quality	MIS reports
LM9	The College will publish its overall mean and median gender pay gaps by April 2018.	Men and women doing equal work or work rated as of equal value are paid equally. The College's pay system will not be discriminatory.	Director of HR	Cintra
OL8	Ensure that apprentices are recruited with integrity according to the academic requirements of the programmes.	Adverse achievement gap between 16-18 year old male apprentices and their female counterparts will be rectified, as male achievement improves.	Vice Principal Employer Engagement	IAG for apprentices Support for employers regarding robust apprentice recruitment practices Support for apprentices
OL8	Thoroughly review the support / adjustment that is in place for adult learners on English, maths and ESOL programmes where a Medical Disability has been declared	Achievement gaps for those adult learners with a medical disability are reduced.	Vice Principal Student & Learning Support	IAG Special admissions board Learning support

\*Data not yet collected for learners