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**Equality & Diversity Implementation Plan for
Higher PLACE 2.1 & 2.2
2021 – 2023**

Equality and Diversity Activities	Actions Completed	Responsibility	Review Date	Progress/ Outcomes Evidence
<p>Higher PLACE 2.1 & 2.2 will comply with all college policies and in particular it will build on the college’s Equality and Diversity Policy.</p>	<p>We have consistently promoted equality and diversity through Higher PLACE 2.1 & 2.2 since the start of the project. In particular we have used the project to provide opportunities for people to gain employment, undertake work experience or gain experience of working in the community.</p>	<p>Elisha Soanes</p>	<p>June 2023</p>	<p>We ensure that implications are considered and actions are developed both within the organisation and across all the initiatives that we support. EDI 21 /22 summary: There has been a plethora of activity across the organisation which has improved culture, understanding and engagement of staff and students. The next phase is to connect actions with holistic impact across all parts of the organisation.</p>



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<p>Higher PLACE 2.1 & 2.2 aims to put the college at the heart of the community. It can only genuinely do this if it challenges assumptions about access and opportunity.</p>	<p>Since January 2021 we have to been reaching out to people who face multiple barriers to participation, and will work with companies to break down negative perceptions and ingrained assumptions about recruitment.</p> <p>There are many examples of Higher PLACE 2.1 & 2.2 working in this way. Our Media and Broadcast Centre work has focused on providing opportunities for a diverse range of participants. The HUB initiative is all about equality and diversity; and the work we have been doing through the CPD initiative has been about widening access especially through breaking down barriers through digital participation.</p>	<p>Elisha Soanes</p>	<p>June 2023</p>	<p>It is evident that progress to date on embedding Equality Diversity and Inclusion is high on the agenda with leaders and managers but there is still much work to do to ensure that the experience of all staff and students is equitable. The appointment of the Head of DEI this summer demonstrates the commitment of the organisation to the compelling agenda. We continue to evidence our progress against the Equality Objectives.</p>



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<p>The project will work with local people in particular people who have multiple barriers to participation. These might relate to physical and mental disability; ethnic background, gender, sexual orientation or age, and PLACE will place specific emphasis on reaching out to these members of the community.</p>	<p>Several of our initiatives are specifically aimed at members of the community who face special society challenges. We have helped people overcome barriers to participation in different ways: sometimes it's been about encouraging people to go beyond their comfort zones; Learning materials have also been used to encourage inclusivity. We have worked with people from many different ethnic backgrounds.</p>	<p>Jonathan Boast</p>	<p>June 2023</p>	<p>We continue to develop and implement systems relating to staff and learners to capture information and data on the membership of the protected characteristics annually, including audits based on gender and ethnicity pay gaps Working closely with pastoral support managers and welfare to identify risks to analyse incidents, attendance rates and bullying of learners to identify at risk groups and instigate appropriate remedial action including staff training where appropriate.</p>



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<p>Overcoming barriers which people face as a result of living in rural areas will also be a key target project for the project and we will work with voluntary and statutory organisations to widen participation wherever possible.</p>	<p>The rurality issue will be an ongoing concern for the project and all strands of the project will explore ways of increasing participation from people based in villages and market towns in West Suffolk. Much of the focus of our PLACE 21 projects has been on addressing rural barriers. This is why we have reached out to our satellite centres in Thetford, Sudbury and Haverhill – providing a range of add value services and working through the local community to develop project ideas. Of particular note is the MFSP initiative where we have worked to build confidence among young students and at the same time, helped businesses appreciate the potential labour market they have on their doorstep. The feedback from this project has been very good.</p>	<p>Jonathan Boast</p>	<p>June 2023</p>	<p>We continue to target people from rural areas and particularly those who face multiple barriers to participation. The World of Work (WoW) events are a good example of our widening participation agenda.</p>



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<p>Promoting female recruitment (gender)</p>	<p>We ensure that women are actively encouraged to attain higher status in the labour market and we continue to promote opportunities for women to progress in work through mentoring and informal support. A good example of the work we are undertaking for Higher PLACE 2.1 & 2.2 is in the area of EDDI (Equality, Diversity & Digital Inclusion). Some baseline research to establish critical discrimination points in people’s careers and qualifications journey have been undertaken. Barriers to successful progression among women is a key feature of this work.</p>	<p>Caroline Margarson</p>	<p>June 2023</p>	<p>This continues to be a focus for the project.</p>



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Tackling obstacles created by childcare / eldercare (gender)	Participants are encouraged from a range of backgrounds and particularly among people involved in childcare and eldercare. A widening participation has recently been completed for Higher Education and we will be using this as a baseline for action in terms of recruitment and equal access to higher qualification opportunities.	Caroline Margarson	June 2023	Work in progress – and monitoring in place.
Disability access – physical access to buildings / workshops / learning centres etc. (disability)	We will do everything possible to ensure that disability does not become a barrier to participation in Higher PLACE 2.1 & 2.2 project. To this end, we insist that all project staff have recent Equality and Diversity training.	Jonathan Boast	June 2023	The development of a staff training programme incorporating EDI will become a running theme across the year, with all staff being able to access it in person or online. Action: to ensure equity is bridged from entry to progression for all students. Quality



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				<p>review on curriculum highlighting EDI contents and input, observation quality review for staff on quarterly basis. Review by specialist educational consultants and the EDI team to then work with staff embedding outcomes and recommendations into their work.</p>
<p>A commitment to provide tailored/flexible/ specialised support (including disabled people)</p>	<p>We aspire to support all participants with their needs and will always consider ways of improving their learning experience. This includes working arrangements for staff, and provision of equipment and facilities.</p> <p>We have welfare staff and facilities at the college and a range of online facilities to support staff and learners.</p>	<p>Jonathan Boast</p>	<p>June 2023</p>	<p>Working with the welfare team, pastoral support managers and data analysis on a monthly basis to ensure reports are carried out and clear strategy in cases of discreet groups, including attendance rates. We evaluate student achievement by protected characteristics and report to the College's Equality, Diversity, and Inclusivity</p>



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				<p>Committee. We provide a summative review and action plan which is presented in the self-assessment Report. Further Equality, Diversity, and Inclusivity through our Student Engagement Strategy. Themes continue to be developed and delivered in PPD/tutorial sessions. To continue for EDI head and EDI ambassadors to work with the pastoral teams.</p>

Date of creation	January 2023
Version ref	V2
Last review	January 2022
Next review	December 2024
Name and Role	Andrew Wheeler – Executive Director Curriculum Initiatives