

Heart of Worcestershire College

Equality and Diversity Objectives and Action Plan 2017/18

Objective 1: To grow and celebrate our inclusive culture that promulgates the spirit of equality of opportunity legislation

Objective	Actions	Responsibility	Success criteria	Action Points
To promote and support equality of opportunity, by ensuring all college processes take into account changes in Equality and Diversity legislation.	Targeted action to increase knowledge of the characteristics of the staff cohort, through the use of protected characteristics disclosures	Senior HR Officer Vice Principal – Corporate Services and Resources	The College has a good understanding of its diverse workforce profile Ability to produce and report on a full range of key protected characteristics.	E & D data validation exercise to be completed after staff records audit undertaken. Protected characteristics to be implemented into report. Respond to General Data Protection regulations as required
To achieve Gold or Silver Investors in Diversity status.	Research and plan for accreditation at both levels.	Assistant Principal – Higher Education and Standards Student Experience and Welfare Manager	Silver or Gold, Status Achieved Clearly identifiable positive improvements achieved through process of accreditation.	Mapping against Criteria to identify strong provision and Areas for improvement Present outline actions and evidence required to achieve status to SLT for approval. Create separate action plan to achieve status Begin review in collaboration with IiD

Objective 2 – To raise learner and employer awareness of and attention to Equality and Diversity principles through Apprenticeship delivery

Objective	Actions	Responsibility	Success criteria	Action Points
To promote the responsibilities of employers to employers, regarding safeguarding, PREVENT and E&D, (SPED), (with a link to British Values promotion).	To create Assessor Review Booklets that supports an audit of practice in work place and promotes SPED practice	Apprenticeship Operations Manager Student Experience and Welfare Manager	Staff will improve their practice with regards to the promotion of Equality and Diversity and British Values in the workplace with apprentices. Observation feedback will show regular commentary and development work on E & D with apprentices	Review and amend current paperwork. Produce SPED Practice Booklets as required Distribute across Assessor team Review Observation criteria around SPED Examine observation grading for themes around PED.

Objective 3 – Build on existing good practice to further promote and embed Equality and Diversity amplification in classroom-based delivery

Objective	Actions	Responsibility	Success criteria	Action Points
Learning will promote and embed the understanding of Equality and Diversity for all learners and how this applies to their present and future lives.	To continue to update the Equality and Diversity section of the TTLA Moodle site, site and other resources for staff to use in their teaching practice and promote widely.	CRQ Leaders/Managers Assistant Principal – Higher Education and Standards Advanced Quality Practitioners Student Experience and Welfare Manager ILT Team	Staff will improve their practice with regards to the promotion of Equality and Diversity in the curriculum as evidenced in lesson observations. 90% of grades for E & D practice recorded through the observation scheme will be good or better with 30% being outstanding.	Observation reports collated and available to show current position in relation to E & D promotion in all learning contexts and the extent to which staff maximise opportunities to promote E & D. AQPs follow up with individual staff who deliver learning grade as requiring improvement in this area. TTLA Moodle pages regularly updated Specific training to staff on embedding E & D in curriculum. Review and renew existing e-learning resources around E & D Use TTLA Moodle site to distribute digital resources for staff to incorporate into Sessions.
	To develop on-line Equality and Diversity training for college staff and external partners	Student Experience and Welfare Manager Advanced Quality Practitioners Director of ILT	Staff and partners will have access to accessible training resources.	Review existing materials for suitability for different partner groups and student cohorts Adapt existing resources or create new ones as required E-learning resources to be available on TTLA for staff and website for partners to access
	To further develop E & D opportunities within tutorial framework.	Student Experience and Welfare Manager	Staff will maximise each opportunity to promote E & D within tutorial framework.	Review of existing Tutorial Framework to identify key points in academic calendar to promote SPED. Personal Tutors to deliver sessions and gather feedback from learner groups. Session to establish “Baseline” of current understanding in student groups. Second sessions to emphasise “Attitudes, Skills and Knowledge” components around SPED to examine the depth of embedded understanding.

Objective 4 - To expand upon existing good practice in the promotion of awareness of British Values in the curriculum and throughout the college

Objective	Actions	Responsibility	Success criteria	Action Points
Staff will maximise opportunities in all learning contexts to promote and embed the understanding of British Values for all learners and how this applies to their	To broaden the awareness and use of existing high quality materials around British Values within the college campus	Student Experience and Welfare Manager Assistant Principal – Higher Education and Standards	Document reviewed and published and accessible to all staff. Observation feedback shows reference to British Values is a regular feature of learning.	Observation reports collated and available to show current position in relation to BV in all learning contexts and the extent to which staff maximise opportunities to promote them. AQPs follow up with individual staff who deliver learning grade as requiring improvement in this area. TTLA Moodle pages regularly updated Specific training to staff on embedding BV in curriculum. Use TTLA Moodle site to distribute digital resources for staff to incorporate into teaching.

present and future lives.		Advanced Quality Practitioners		
Staff and students will have access to British Values training sessions to enhance their understanding of the subject.	To review and enhance British Values awareness training for staff.	Student Experience and Welfare Manager	Staff have a greater understanding of British Values and how they relate to their role.	Review existing staff training Make adaptations as required Identify key online resources around British Values – Promote Widely
	Develop the use of IT technologies to add value in relation to the promotion of British Values for staff and students including the use of SOLA and for use in the tutorial framework.	Student Experience and Welfare Manager Director of ILT	Staff and students will have access to British Values resources, to support growth in knowledge and understanding of the subject.	Review participation and student response to SOLA materials. Adapt materials in relation to feedback Make available to delivery partners where appropriate.

Objective 5 - To advance the well-being of identified student groups through welfare campaigns and enrichment activity

Objective	Actions	Responsibility	Success criteria	Action Points
The college will target specific campaigns and activities based upon national data profiles and initiatives and college experience	Build upon success in raising participation in sports by students from inclusive learning.	Student Experience Team Lead Student Experience and Welfare Manager CRQ Leader Inclusive Learning	A 10% increase on participation rates in 2016/17 Sporting activities will be accessible to all learners.	Meet with IL groups to establish baseline information on current activity rates Identify activities that will raise participation based on above interactions Arrange activities Plan for next step[s] based on review of activities
	Build upon success in raising participation in sports by female students	Student Experience Team Lead Student Experience and Welfare Manager	A 10% increase on participation rates in 2016/17 Sporting activities will be accessible to all learners.	Meet with “female-dominated” groups to establish baseline information on current activity rates Identify activities that will raise participation based on above interactions Arrange activities Plan for next steps based on review of activities
Respond to growth in Mental Health issues amongst 16-18 year olds	Organise campaigns that seek to build self-esteem and resilience	Student Experience and Welfare Manager Mental Health Co-ordinator	Evidence of impact from campaign at either individual or group level.	Identify key themes and potential target groups Klink campaign with tutorial framework Run college wide campaign
Seek to raise the ambitions of learners from deprived postcodes to study in HE	Link in with National Collaborative Outreach Programme to target key groups	Student Experience and Welfare Manager AP – Student Experience	Increased rates of progression into HE Case studies of individuals	Formulate plan of activity with NCOP Careers Adviser Review activity against local averages and surveys of student intentions and attitude towards higher education Liaise with Schools and colleges in target areas to deliver group and individual interventions

Objective 8- To ensure that the college is legally compliant and that policies reflect the spirit of legislation

Objective	Actions	Responsibility	Success criteria	Action Points
Ensure policies and training are current and up to date.	Review and update Equality policy.	Student Experience Manager	Equality policy is comprehensive, accessible to all.	Review and amend policy to changes in legislation Equality policy amendments approved by the Corporation. Policy published on portal and website. Staff are aware of the policy.