

Equality Objectives

Abingdon & Witney College strives to be an open and inclusive environment in which our students and staff can learn and work free from discrimination and prejudice and where diversity is embraced and valued for the strength that it brings to our organisation. Our Equality & Diversity Policy (2019) sets out our approach to ensuring we uphold our responsibilities as set out in the Equality Act (2010), however the Equality Objectives set out below demonstrate our recognition that we have work to do in order to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

We know that we have some distance to travel in fully achieving the aims of the Act, however we have carefully and honestly reviewed the data we have available to us in relation to staff and students and have identified below the objectives that we feel are right for us now to progress towards these aims. The actions that the College needs to undertake in order to realise these objectives will evolve over the next three years and after this time we will review our progress and update our objectives accordingly.

There are three 'strands' for the staff objectives, and three for students – these reflect the overarching aim or focus for the objectives. There are different objectives for the main age groups of students (ie 16-19s and 19+) as we note that there are significant differences in both the demographics, achievement and success of these two groups of learners at Abingdon & Witney College.

It is important to us that all staff and students can engage with and understand this work; as such, bearing in mind the age and breadth of our student body, we will publish these objectives in both this standard format and an 'Easy Read' format.

Annual monitoring data

By law, we are required to publish an annual update on the work we have undertaken to meet the equality objectives, and as such we will publish an Annual Equality Report which will include the data relating to our objectives, as well as a summary of the progress made in achieving them. We will publish this report on our college website by the end of January each year.

You can read more about the data we have used to develop these objectives in our document called Equality Data 2021 on our website.

Equality Objectives 2021-2024

Students

Strand 1: That all students achieve equally, regardless of ethnicity

- Ensure that Study Programme students of minority ethnic heritage are supported to remain and achieve at college - increase retention and achievement across all minority heritage groups, but particularly African (3.1pp below in 19/20) and WB Caribbean (20.5pp below in 19/20) to within 3pp of overall college average for their age group and learning aim.
- Ensure that all adult learners (including subcontracted) of minority ethnic heritage achieve in line with the college average for their age group and learning aim, increasing retention and achievement to within 3pp. (19/20 19+ ESOL ach 78.9% (5.5pp below) and Maths & English ach 71.4% (13pp below))

Strand 2: That all students achieve equally, regardless of disability

- Ensure that Study Programme students with dyslexia and dyscalculia are supported to achieve qualifications in maths and English to ensure their future progression in education and employment - increase achievement to within 3pp of the average for their age group and learning aim (19/20 Dysl 14.4pp below (73.6%), dyscalculia 32.4pp below (55.6%) for E&M GCSE and FS 16-18s).
- Ensure that adult learners with Mental Health needs are supported to remain and achieve on their course, increasing achievement to within 3pp of the college average for their age group and learning aim (19/20 6.7pp below).

Strand 3: That students from other disadvantaged Groups achieve at least as well as their peers

- Ensure that Study Programme students who are Looked After Children or Young Adult Carers are supported to achieve as well as their peers - improve retention and achievement to within 3pp of college average for age group and learning aim (19/20 LAC achievement 17pp below, YAC 15.2pp below).

Staff

Strand 1 - That the workforce is reflective of the community and the student population

- Ensure that staff data is as complete as is possible and that staff feel comfortable to disclose their Protected Characteristics before comparisons are made to community and student profiles.
- Aim to reduce the number of staff who have not completed their PC data by 10pp by 2023.
- Aim to decrease the number of staff who have selected 'Prefer Not To Say' by 3pp by 2023 across all PCs, with particular emphasis on religion/belief and sexual orientation as these are the largest areas where staff select this option.

Strand 2 - That all staff have equality of opportunity to fulfil their potential

- Ensure that the College attracts and appoints a diverse workforce and that staff are able to fulfil their potential by removing barriers to productivity and ensure this is monitored and reported on. Increase the number of applications from men, those with a disability and those from minority ethnic backgrounds by 3pp in 2021/22.
- Review roles where applicants for vacancies from minority groups have not been successful and to increase appointments from BME backgrounds to 5% and those from the LGBTQi+ community to 3% of all college appointments.

Strand 3 - That all staff have job satisfaction

- Reduce the number of disciplinaries related to the Dignity at Work policy by 5 cases in 2021/22.
- Report annually on the Staff Satisfaction survey by each of the Protected Characteristics to gauge satisfaction levels and identify trends.