

## Equality Objectives 2022-2024

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 students with Autism are supported to re-engage with education post pandemic, attend college and achieve their qualifications to within 2pp of their peers on the same learning aims.
- 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).

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.