



Equality, Diversity and Inclusion Single Action Plan
2016-2020

	Objective	Strategy
1.	To continue to foster good relations through an increased celebration of diversity in teaching and learning and across College in which staff are equipped with skills and confidence to tackle EDI issues inside and outside of the classroom	1. To use EDI calendars and wall planners to raise awareness of days of significance
		2. To train staff how to use the calendars and wall planners effectively
		3. To audit the use of the calendars and wall planners and measure the impact that they are having
		4. To monitor the whole College SAR and look for common themes for EDI training needs
		5. To use the ethics programme as a key source to celebrate EDI issues in lessons with all students. To embed days of significance into the ethics programme
		6. To increase our profile of guest speakers from protected characteristic backgrounds. These speakers can then act as a visible role model for our students who share the same protected characteristic
		7. To encourage sharing of good practice of EDI in the classroom through INSET or the Curriculum Leaders Group
		8. To investigate the use of places of worship in the College for non-Christian students to ensure that their needs continue to be met
		9. To deliver assemblies to students on a variety of EDI issues
2.	To continue to analyse the College's achievement rate and value added scores of specific groups of learners to ensure that we respond to any gaps in the data	1. To analyse the whole college ALPS data by ethnicity and gender to establish whether there are gaps in the data
		2. To analyse the whole college Ofsted data to establish whether there are gaps
		3. To ensure that college data is being analysed on the grounds of gender and ethnicity at subject level by ensuring that all curriculum leaders complete the EDI section on their SAR
		4. To discuss any significant gaps in data with regards to ethnicity or gender with the college EDI steering group in order to establish strategies to narrow the gap
		5. To feed any training suggestions on narrowing gaps in data back to staff through INSET
		6. To invite experts in to deliver CPD when significant gaps in data occur on the grounds of ethnicity and data to help the EDI steering group
		7. To investigate the use of the subject reviews to track and act on any significant gaps in internal exam results based on the ground of ethnicity and gender

		8. To share good practice against subjects to reduce any gaps in the data
3.	To continue to advance equality of opportunity for all groups of learners at the College to that ensure all groups of learners feel included regardless of socio-economic background, ethnicity, gender, disability or religion	<p>1. To create a belonging survey to assess whether there are any trends with regards to the belonging and protected characteristics</p> <p>2. To ensure that the Senior Tutors are aware of 'groups' of learners when fulfilling their pastoral role</p> <p>3. To encourage the promotion of cultural capital for learners through trips and guest speakers</p> <p>4. To work with students on widening participation in order to encourage all academic students to apply for University</p> <p>5. To help create a student Equality, Diversity and Inclusion group which is run by the students for the students and acts as a safe space</p> <p>6. To encourage students to use the disclosure box in a way which may support them with their learning</p>
4.	To continue to ensure that Equality and Diversity is firmly embedded within our policies and practices	<p>1. To review the EDI policy on an annual basis to ensure that it still meets legal requirements and uses appropriate language</p> <p>2. To review the College EDI objectives on an annual basis and to state what actions have been completed against the objectives each year</p> <p>3. To create an annual EDI report which tracks the College's progress against its EDI objectives. To deliver this report to the governors.</p> <p>4. To ensure that a member of SMT is assessing the equality impact at all key managerial decisions</p>