



Equality and Diversity Action Plan 2016 – 2017

Last updated: 30/08/2016

E&D Objective/KPI for 2016 - 2017	Objective – What will success look like?	Actions to date	Accountable Manager	Target Date for Completion
<p>1 Full roll out of teaching toolkit designed to integrate E&D topics into lessons, creating opportunities to discuss contemporary issues in a vocationally relevant way.</p> <p>(Advance equality of opportunity - PSED)</p>	<p>TLCs lead training and CPD with teaching staff to ensure opportunities to embed E&D in lessons are maximised.</p> <p>The ‘activation stage’ of lesson planning includes a contemporary issue topic to create opportunities to explore E&D related topics.</p> <p>Learning walks with E&D focus identify good practice.</p> <p>E&D added to the teaching toolkit. E & D CPD to be held.</p> <p>Lesson observation team to be re-trained to ensure E&D appropriate judged through the lesson observation process.</p>		<p>AMc</p>	<p>1st update end of term 1 2016/17</p>

<p>2 Maximise opportunities to embed and promote E&D throughout the College</p> <p>(Foster good relations - PSED)</p>	<p>Identify core E&D themes that will be promoted during the year by support and curriculum departments. Ensuring themes are relevant to the College PRIDE values and Wellbeing themes.</p> <p>Linked to Be-Ready, delivered by business support services e.g. canteen, library, marketing, to raise awareness of global campaigns.</p> <p>Develop, share and reward best practice throughout the College.</p>		<p>Lead by MB/Wellbeing team & GF</p>	<p>September 2017</p>
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<p>3</p> <p>Deliver CPD to all staff that promotes best practice and reinforces minimum standards in E&D, safeguarding and Prevent.</p> <p>(Eliminate unlawful discrimination - PSED) (Foster good relations - PSED)</p>	<p>Staff being up to date with the latest policy and legislative requirements covered under the Equality Act (2010).</p> <p>Review, update and maintain online and face to face E&D, safeguarding and Prevent training materials in order to ensure all staff are fully briefed on their responsibilities.</p> <p>Prepare staff for dealing with campus based critical incidents and deliver scenario based training.</p> <p>Best practice “game” to be built into corporate induction.</p>		<p>LW</p>	<p>July 2017</p>
<p>4</p> <p>Recognise and celebrate best practice in E&D to raise the profile of an inclusive culture at Reaseheath.</p> <p>(Advance equality of opportunity - PSED)</p>	<p>Inclusion in staff rewards and recognition.</p> <p>Internal communications are used effectively to promote best practice in E&D.</p>		<p>LW</p>	<p>June 2017</p>

<p>5 Improve success rates of learners from disadvantaged/minority populations including those with mental health difficulties and from disadvantaged postcodes.</p> <p>(Advance equality of opportunity - PSED)</p>	<p>Achievement and performance data for learners from identified disadvantaged/minority populations to be at least at or above College and sector averages.</p> <p>Ensure curriculum tutorial support model maximises opportunity for success.</p> <p>Facilitate close and effective working relationships between curriculum and the Wellbeing and Learning Support teams at strategic and operational levels in order to reduce barriers to learning.</p>		<p>MG and JM</p>	<p>JULY 2017</p>
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