



## **Equality and Diversity Action Plan 2015 – 2016**

Last updated: 07.07.2016

E&D Objective/KPI for 2015 - 2016	Objective – What will success look like?	Actions to date	Accountable Manager	Target Date for Completion and review
<p>1</p> <p>Develop a teaching toolkit designed to integrate E&amp;D topics into lessons, creating opportunities to discuss contemporary issues in a vocationally relevant way.</p> <p><b>(Advance equality of opportunity - PSED)</b></p>	<p>Opportunities to embed E&amp;D in lessons are maximised.</p> <p>The ‘activation stage’ of lesson planning includes a contemporary issue topic to create opportunities to explore E&amp;D related topics.</p> <p>Learning walks with E&amp;D focus identify good practice.</p>	<p>Allocated Sophie Evans to lead on an FE briefing to provide staff with a ‘toolkit’ of how to embed E&amp;D at the start of lessons in a vocationally relevant way. As CAM for Sport good practice was identified in this area as part of quality Review Week.</p> <p>‘TALK’ Teaching team briefed on key actions to embed E&amp;D into teaching toolkit and learning.</p> <p>Departmental CPD planned.</p> <p>Greg Houghton attended tutor briefing.</p> <p>SE shared E &amp; D good practice with Construction.</p>	<p>SE</p>	<p>Pilot activity achieved by completion date (June 2016). Opportunity to extend work for 16/17.</p>
<p>2</p> <p>Maximise opportunities to embed E&amp;D into business support initiatives.</p> <p><b>(Foster good relations - PSED)</b></p>	<p>Themed weeks, linked to Be-Ready, delivered by business support services e.g. canteen, library, marketing, to raise awareness of global campaigns.</p>	<p>Marketing to be added to the membership of the E&amp;D working group meeting.</p> <p>Task and finish group being set up at next E&amp;D working group meeting in February.</p>	<p>KM</p>	<p>Achieved by completion date (September 2016)</p>

<p>3</p> <p>Deliver CPD activities to all staff on best practice E&amp;D and the Prevent strategy.</p> <p><b>(Eliminate unlawful discrimination - PSED) (Foster good relations - PSED)</b></p>	<p>Staff being up to date with the latest policy and legislative requirements covered under the Equality Act (2010).</p>	<p>LW to work with new HR Learning and Development Manager to included E&amp;D as part of the training suite being developed.</p> <p>Two ticks status approved for HR recruitment.</p>	<p>LW</p>	<p>Two ticks status approved by completion date (July 2016).</p> <p>CBD programme on-going.</p>
<p>4</p> <p>Recognise best practice E&amp;D at annual awards to raise the profile of an inclusive culture at Reaseheath.</p> <p><b>(Advance equality of opportunity - PSED)</b></p>	<p>Include an awards category for E&amp;D as part of the end of year awards.</p>	<p>Discussion held with Quality Team and planned meeting with HR to take forward.</p>	<p>JM</p>	<p>Achieved by completion date (July 2016).</p>
<p>5</p> <p>Improve success rates of disadvantaged learners including those with mental health difficulties.</p> <p><b>(Advance equality of opportunity - PSED)</b></p>	<p>Integrated support for learners with mental health difficulties working across curriculum and student services to make reasonable adjustments. KPI data to identify disadvantaged learners and highlight support needs.</p>	<p>Student services report has provided a detailed analysis of students accessing welfare support (whilst monitoring student confidentiality) by curriculum area. Working to develop a preventative and proactive approach to positive mental health by the Well Being Coordinator and team.</p> <p>Repositioning and rebranding of welfare into well-being.</p>	<p>MB</p>	<p>Success data pending- see QIP when data is in.</p> <p>July 2016</p>