

## Single Equality Scheme Strategic Development Plan 2010 - 2013

### ❖ Outstanding Student Success

Themes	Focus	Key Actions for 2010	Review December 2010
<b>Student Voice</b>	<ul style="list-style-type: none"> <li>○ Increase student engagement with agenda setting and decision taking in respect of Equality and Diversity</li> </ul>	<ul style="list-style-type: none"> <li>○ Establish student devised Interest Groups through Student Council</li> <li>○ Ensure student involvement in contract re-tendering processes</li> </ul>	<p>Student Council has identified a number of themes around E&amp;D to take forward</p> <p>Students have been involved in the appointment of the P&amp;CE</p> <p>Students consulted through all stages of Technical Learning Centre Equality Impact Assessment</p>
<b>Resource Development</b>	<ul style="list-style-type: none"> <li>○ Provide appropriate written guidance</li> <li>○ Improve physical resources</li> </ul>	<ul style="list-style-type: none"> <li>○ Issue written guidelines in respect of appropriate language to promote diversity</li> <li>○ Improve the functionality of student space</li> </ul>	<p>Tutorial content has been reviewed</p> <p>Info Exchange E &amp; D activity focussed on use of language</p> <p>Lift refurbishment complete at CW campus</p> <p>TLC designs are accessible</p> <p>Capital approval to refurbish toilets</p> <p>V Talent appointment to</p>

			<p>provide input to Facilities Team on issues relevant to users in wheelchairs</p> <p>Plans to refurbish Toilet facilities include appropriate washing facilities for faith groups.</p>
<b>Events and Activities</b>	<ul style="list-style-type: none"> <li>○ Co-ordinate student and staff events to celebrate diversity and challenge discrimination</li> </ul>	<ul style="list-style-type: none"> <li>○ Develop co-ordinated programme to align student and staff activities</li> <li>○ Distribute and evaluate resources for use with students/staff</li> </ul>	<p>PD team now co-ordinates activities during specific events including Black History Month, LGBT History Month</p> <p>Resources are distributed through Professional Development Team. ESRG use resources to model good practice. Activities trialled with managers through management team meeting to promote use and evaluation</p>
<b>Support for students</b>	<ul style="list-style-type: none"> <li>○ Multiple pathways for students to access appropriate and timely support in dealing with diversity issues</li> </ul>	<ul style="list-style-type: none"> <li>○ Review student induction</li> <li>○ Increase signposting</li> <li>○ Develop Youth Work practice</li> </ul>	<p>Tutorial updates distributed termly</p> <p>Info Exchange successful</p>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>○ Increase the opportunities for promoting diversity and challenging discrimination within formal learning settings</li> </ul>	<ul style="list-style-type: none"> <li>○ Review teaching and Learning Observation Scheme</li> <li>○ Share good practice via intranet and Champion Initiative</li> </ul>	<p>Policy and procedures for management observations reviewed to include E&amp;D Observation paperwork includes E&amp;D section</p> <p>Champions training rolled out</p>

			to Offender Learning Teams
<b>Effective use of data</b>	<ul style="list-style-type: none"> <li>○ Improve the interpretation of data to ensure it informs Area Reviews and development plans</li> </ul>	<ul style="list-style-type: none"> <li>○ Extend the focus on diversity data in Performance Monitoring Meetings</li> <li>○ Revise Self-assessment documentation</li> </ul>	<p>Achieved</p> <p>Achieved</p>
<b>❖ Talented, Diverse and Highly Motivated Workforce</b>			
<b>Themes</b>	<b>Focus</b>	<b>Key Actions for 2010</b>	<b>Review December 2010</b>
<b>Recruitment, Selection and Retention</b>	<ul style="list-style-type: none"> <li>○ Policy and Procedures for Recruitment and Selection</li> <li>○ Target Setting</li> <li>○ Retain Diversity Accreditations</li> </ul>	<ul style="list-style-type: none"> <li>○ Review the information and guidance supplied to prospective applicants and shortlisted candidates</li> <li>○ Refresh training for those involved in making recruitment and/or selection decisions</li> </ul>	<p>Achieved</p> <p>On-going – training will be evaluated by ESG during Spring term</p>
<b>Training and Development</b>	<ul style="list-style-type: none"> <li>○ Mandatory Training</li> <li>○ Leadership and Governance</li> <li>○ Informal Learning</li> </ul>	<ul style="list-style-type: none"> <li>○ Review content of all mandatory training</li> <li>○ Introduce appropriate training in respect of additional diversity strands</li> <li>○ Develop, deliver and evaluate training for Governors and senior leaders</li> <li>○</li> </ul>	<p>Training provided at induction for newly contracted staff in E&amp;D and Safeguarding</p> <p>PEEP assessments and briefings completed</p> <p>Achieved September 2010</p>
<b>Promote an open culture in which staff feel valued and able to progress</b>	<ul style="list-style-type: none"> <li>○ Equality and Diversity Champions</li> <li>○ Monitoring</li> </ul>	<ul style="list-style-type: none"> <li>○ Formalise Diversity Champion role building on the Equalities Good practice Group(EGPG)</li> <li>○ Extend the range of staff data monitored and reported on</li> </ul>	<p>Senior Equality and Diversity Champion appointed September 2010</p> <p>Staff data report November 2010 &amp; on target for Mar 2011</p>

	<ul style="list-style-type: none"> <li>o Disclosure and support</li> </ul>	<ul style="list-style-type: none"> <li>o Pilot a confidential staff mentor scheme</li> </ul>	Unsuccessful bid for funding a pilot project October 2010 – implementation plans under review
<b>❖ Vibrant and Sustainable Value-adding Partnerships</b>			
<b>Themes</b>	<b>Focus</b>	<b>Key Actions for 2010</b>	<b>Review December 2010</b>
<b>Equality Impact Assessment</b>	<ul style="list-style-type: none"> <li>o Widen the membership of groups undertaking Equality Impact Assessments</li> <li>o Re-prioritise Policy/Plans/Procedures/Practice for scheduled Equality Impact Assessments</li> </ul>	<ul style="list-style-type: none"> <li>o Simplify Equality Impact Assessment Documentation</li> <li>o Consult with students staff and stakeholders</li> <li>o Simplify Equality Impact Assessment documentation</li> </ul>	New methodology & simplified documentation piloted with Technical Learning centre interim Impact Assessment
<b>Coordinate engagement with partner organisations</b>	<ul style="list-style-type: none"> <li>o Partnership Engagement Plan</li> <li>o Corporate Social Responsibility Review</li> </ul>	<ul style="list-style-type: none"> <li>o Define the nature of partnership working</li> <li>o Map and publish engagement with other organisations</li> </ul>	A single reference point for extant partnerships is in development
<b>Actively seek opportunities to take the Equality and Diversity Agenda forward through securing development funding</b>	<ul style="list-style-type: none"> <li>o Collaborative bids</li> <li>o Synergy and simplification</li> </ul>	<ul style="list-style-type: none"> <li>o Convene Focus Group to explore possibilities</li> <li>o Timetable for key bidding opportunities</li> </ul>	Focus groups have met on two occasions ; one to explore College priorities and a second specifically focussing on LGBT priorities