



Equality and Diversity Strategy

This strategy is subject to The Equality Act 2010 which recognises the following categories of individual as Protected Characteristics: Age, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex (gender), Sexual orientation, Disability.

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Introduction

This strategy aims to support the College's mission through promoting a culture of shared values, mutual respect with corporate and social responsibility in order to motivate and inspire students, staff and our wider communities.

We will nurture ambition and deliver success in a College where everyone can participate fully and be treated equally and fairly without disadvantage arising from any personal characteristic including age, disability, gender, gender identity, race, religion and belief, and sexual orientation.

In delivering this strategy we will develop further our learning culture in which:

- equality and diversity are recognised as the responsibility of every member of staff;
- equality is recognised as a leadership responsibility and a mark of good governance;
- diversity is viewed as the norm;
- all students and potential students can access an inclusive provision from which they benefit and succeed;
- all students, staff and visitors feel safe and free from discrimination;
- people are recruited, trained and promoted according to their abilities and in the proportions one would expect from the populations represented;
- the focus is on the proactive promotion of a positive future not simply the elimination of an historical inequality;
- we properly understand the different needs of individuals and groups and make the adjustments necessary to ensure they are not disadvantaged currently or in the future;
- equality is recognised as being of benefit to all groups not just those that currently experience particular disadvantage;
- the ongoing leadership and good practice on equality issues we demonstrate will help shape broader social attitudes around us.

For the purpose of this document, the terms "Governing Body" and "Corporation" should be interpreted as having the same meaning.

Mission

An outstanding College at the heart of our city: nurturing ambition and delivering success.

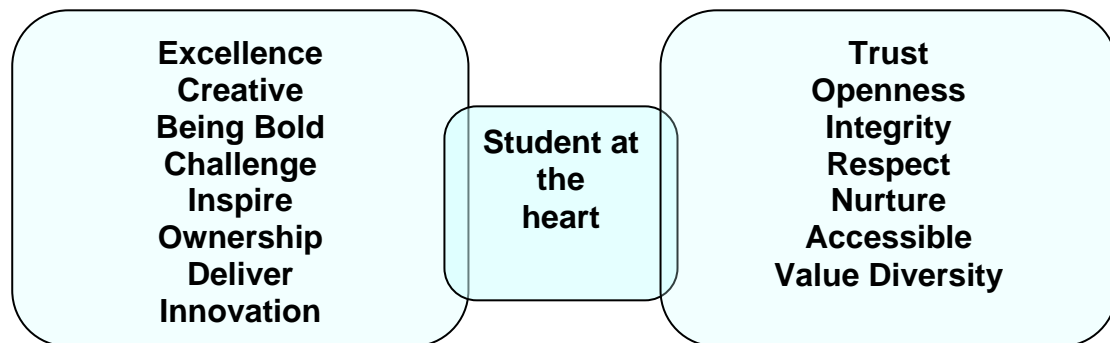
Vision

Milton Keynes College will be at the heart of a connected and inclusive learning community.

We will drive new models and partnerships to create an education landscape where there are no boundaries to limit access, progress and success.

We will be a catalyst for economic prosperity and wellbeing.

Values



The Equality and Diversity Strategy has three core objectives: outstanding student success for all students, a talented and highly motivated workforce and vibrant and sustainable value adding partnerships. These have been articulated into a strategic framework which sets out the focus of strategic activity over the next three years and identifies a range of quantitative and qualitative performance indicators.

Equality and Diversity Strategic Framework

Core Equality & Diversity Objectives		
Student Success	Staff	Partnerships
Outstanding student success for all students	A talented, diverse and highly motivated workforce	Vibrant and sustainable value adding partnerships

Strategic Focus 2010-2013
<ul style="list-style-type: none"> ❖ Actively seek to work in partnership with organisations and individuals to contribute to the broad advancement of the overall equality and diversity agenda. ❖ Increase the diversity of our workforce at all levels ❖ Ensure that leaders and governors give a high profile to equality and diversity to ensure that it is central to and explicit in all aspects of the College's work. ❖ Be recognised as a Beacon of diversity excellence

Key Performance Indicators		
Student Success	Staff	Partnerships
Improving student success with no diversity gaps	Recruitment & selection	Value Adding Partnerships
Attendance, Retention & Achievement	Professional development: participation & success	Community Events
Value added	Promotion	Stakeholder feedback
Average points score	Reasonable Adjustment	Student involvement
Promotion of Equality & Diversity in the classroom	Sickness & Absence & Turnover	External recognition
Participation rates	Leadership & Governance	Economic benefit
Student voice	Staff Profile	Funding sources
Student progression and destination	Specialist networks	Procurement
Equality Impact Assessment		

Leadership and Governance

To monitor the implementation of this Strategic Framework, the College has an established, formal reporting structure

The Governing Body, seeks assurance that the College both complies with its legal duties and is promoting equality and diversity in all its actions

The Principal and Chief Executive has responsibility for equal opportunities and the promotion of diversity. College Managers are responsible for ensuring improvements and action plans are implemented and met.

All members of staff have a responsibility to promote equality.

The Equalities Strategic Review Group, chaired by the Principal and Chief Executive, monitors the implementation of the Equality Schemes and their associated action plans. The Equalities Strategic Review Group recommends action plans to the Corporation, receives reports from key personnel and reports progress on an annual basis to the College Management Team and to the Governing Body.

The Equality and Diversity Manager reports directly to the Deputy Principal and works across the College to drive the equality agenda and to co-ordinate, support and monitor the implementation of the Equality Schemes. They Lead on Equality Impact Assessments and to provide expert advice and guidance on equality matters. The role includes engagement with and influencing external and internal stakeholders.

The Equalities Good Practice Group is chaired by the Equality and Diversity Manager. It has a wide membership and meets on a termly basis to share practice, address issues and will be supported by appropriate training. This is an active group at which equality issues are promoted, challenged and developed as live issues.

Equality Champions are committed members of staff, from all sectors of the organisation who have a positive and active interest in promoting diversity. They contribute to professional development and take forward specific projects under the guidance of the Equality & Diversity manager. Champions are members of the Equalities Good Practice Group and will usually be involved in delivering the College's programme of mandatory diversity awareness training.

Student Voice

The student voice is central to the development of provision at the College. The College has developed numerous routes that allow students to feed into the planning process, such as an inclusive and vibrant Student Council, an established network of curriculum representatives, the Equal Access Forum and the Marketing forum.

Student Council is a forum that meets twice each term and is designed to help change and improve life at college. Student representatives attend meetings and represent their fellow students. Students take part in discussions on issues that affect

them and as a group decide how to progress their views. Diversity is a central theme for the Student Council and a diversity focus group is convened each year to identify and take issues forward

Milton Keynes College Equal Access Forum (EAF) is a group of students and staff with a positive interest in disability and a desire to make a difference. EAF's aims are to:

- promote equal access for all at Milton Keynes College
- inform and raise awareness of disability issues across the College
- discuss solutions to disability issues.

EAF is an action focussed group. It has carried out access audits of all the College sites and made recommendations on access issues; established deaf awareness and signing groups on both main campuses; been actively involved in focus groups for the new build at Chaffron Way and the University Centre in Central Milton Keynes; promoted disability awareness across the College, including taking part in the College Welcome Fairs, Annual Disability Awareness and Hearing Impairment weeks; discussed disability access issues across the College, including transport, physical access, signage and college publications.

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Annex 1: Key Documents

Single Equality Scheme: The Race Relations (Amendment) Act first introduced the concept of a positive race equality duty to public bodies in 2001. A new public sector duty on disability equality came into effect in December 2006. A duty on gender equality came into effect in April 2007.

The three Duties have a common aim of ensuring that the public sector works to promote equality and eliminate discrimination in all its activities. Each piece of legislation is focused on delivering equality in the most appropriate way for disabled people, for different ethnic groups, or for women and men in our society. Each Duty places distinct legal obligations on the public sector.

The College's Single Equality Scheme remains compliant with these duties, which cover disability and gender and race, but it also looks forward to the introduction of the Single Equality Duty which will cover four additional equality strands. The new duty will cover seven equality strands, namely, age, disability, gender, gender identity, race, religion and belief, and sexual orientation. The College's Single Equality Scheme as revised for 2010 takes account of all seven equality strands. This allows for a coherent review of each scheme in the context of the other and will result in a greater consistency through subsequent reviews.

The Single Equality Scheme Strategic Development Plan, sets out the Themes, Focus and Key Actions related to each of the Core Strategic Equality and Diversity objectives. Delivering this development plan will ensure the College actively promotes equality and diversity, tackles discrimination and narrows the achievement gap.

The plan is supported by a detailed operational plan for each of the seven equality strands which will enable the College's progress in delivering its equality duties to be scrutinised. Implementation of the plans will be reported to the Board of Governors on an annual basis. The individual plans can be seen at 'insert URL link when available'

Equal Opportunity Policy: This policy was reviewed in February 2010 to take account of recent legislative changes and the College's strategic focus on investing in diversity. It underpins our duty to promote equality, diversity and inclusion under equality legislation and directives and applies to staff, students visitors and stakeholders.

Equality Impact Assessment: An Equality Impact Assessment (EIA) is a way of systematically assessing, and consulting on, the effects that a policy or procedure will have on an 'Equalities Group' such as people from a minority ethnic background, women or disabled people. The assessment extends to monitoring the actual effects of the policy, once it is put into practice, and staying alert to any concerns about the way it is working. It is a way to make sure individuals and teams think carefully about the likely impact of their work on equality target groups and take action to improve policies, procedures, plans and practice. It involves anticipating the consequences of policies, procedures, plans and practice on the target groups and making sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for promoting equality are maximised.

The College looks at two possible impacts in its assessment:

- a. A negative or adverse impact – where the impact could disadvantage one

equality target group, or some equality target groups. This disadvantage may be differential, where the negative impact on one particular group of individuals or one equality target group is likely to be greater than on another.

b. An impact that will have a positive impact on equality target group, or some equality target groups, or improve equality opportunities and/or relationships between groups.

An annual schedule is produced to identify the policies procedures plans and practice that will be subject to an Equality impact Assessment. Staff, students and stakeholders are consulted to establish priority

The results of all Equality Impact Assessments are published collectively within an Annual Report.

Useful Links

Organisation	Website
Equality & Human Rights Commission	http://www.equalityhumanrights.com/
Learning & Skills Improvement Service	http://www.lsis.org.uk/LSISHome.aspx
Excellence Gateway	http://www.excellencegateway.org.uk/
Lifelong Learning UK	http://www.lluk.org/
Milton Keynes Equality Council	http://www.mkrec.org.uk
Q:alliance	http://www.qalliance.org.uk/
Milton Keynes Council of Faiths	
Network for Black Professionals	http://www.nbp.org.uk/
Women's Leadership Network	http://www.wlufe.org.uk/
Milton Keynes College Equality & Diversity Intranet Page	http://myintranet/curricsupport/equality/default.aspx
Government Equalities Office	http://www.equalities.gov.uk/