

This policy and procedure 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.

MILTON KEYNES COLLEGE
Single Equality Scheme Strand Action Plan
2010 – 2011

Strand: Age

Core Strategic Objectives

- 1 - Outstanding Student Success**
- 2 - Talented and Highly Motivated Workforce**
- 3 - Vibrant and Sustainable Value-adding Partnership**

Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of Success	Timescale and Milestones	Person Responsible	Monitoring & Control Reporting Arrangements	Progress/ Completion Review Dec 2010
1.1	<ul style="list-style-type: none"> ○ Increase student engagement with agenda setting and decision taking in respect of Equality and Diversity 	<ul style="list-style-type: none"> ○ Mature students engaged in Student Council/governance 	Oct 2010	LM: VP Curriculum	A Hi to report on Student Council/Governance issues to ESRG	Report presented to meeting 22.10.10
1.2	<ul style="list-style-type: none"> ○ Co-ordinate student and staff events to celebrate diversity and challenge discrimination 	<ul style="list-style-type: none"> ○ Distribute and evaluate resources for use with students/staff to include age related health issues 	Through out academic year 2010/11	JM:DP	E&D manager to report on events to ESRG	Ongoing various events scheduled
1.3	<ul style="list-style-type: none"> ○ Increase the opportunities for promoting diversity and challenging discrimination within formal learning settings 	<ul style="list-style-type: none"> ○ Pilot intergeneration project with MK Dons SET : 55 is just a number 	Oct 2010	AHi: Director of Student Services	Report to ESRG	Achieved

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of Success	Timescale and Milestones	Person Responsible	Monitoring & Control Reporting Arrangements	Progress/ Completion Review Dec 2010
2. Talented, Diverse and Highly Motivated Workforce						
2.1	<ul style="list-style-type: none"> o Equality impact assess the Policy and Procedures for Recruitment and Selection 	<ul style="list-style-type: none"> o Review the information and guidance supplied to prospective applicants and short listed candidates o Refresh training for those involved in making recruitment and/or selection decisions 	<p>Oct 2010</p> <p>From May 2010</p>	<p>JM: DP</p> <p>JM: DP</p>	<p>ESRG agenda item term 1</p>	<p>Achieved</p> <p>Achieved</p>
2.2	<ul style="list-style-type: none"> o Retain Diversity Accreditations 	<ul style="list-style-type: none"> o Two ticks o Mindful employer accreditation 	<p>Renewed annually</p> <p>June 2010</p>	<p>JM: DP</p>	<p>ESRG</p>	<p>Achieved</p> <p>Achieved</p>
2.4	<ul style="list-style-type: none"> o Extend the range of staff data monitored and reported on 	<ul style="list-style-type: none"> o To include review of retirement 	<p>Feb 2011</p>	<p>JM: DP</p>	<p>Annual staff data report to full board</p>	<p>On target</p>
2.5	<ul style="list-style-type: none"> o Make available age-related resources to staff 	<ul style="list-style-type: none"> o Financial planning o Health issues 	<p>HR News Dec 2010</p> <p>HR News Feb 2011</p>	<p>JM: DP</p>	<p>ESRG</p>	<p>Achieved</p> <p>On target – Healthy College Assessment for staff and students underway.</p>
3. Vibrant and Sustainable Value-adding Partnerships						
3.3	<ul style="list-style-type: none"> o Develop a Partnership 	<ul style="list-style-type: none"> o Identify appropriate 	<p>July 2011</p>	<p>JM: DP</p>	<p>ESRG</p>	<p>No Progress – deferred</p>

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of Success	Timescale and Milestones	Person Responsible	Monitoring & Control Reporting Arrangements	Progress/ Completion Review Dec 2010
	Engagement Plan	groups to support the College's health and well-being agenda				pending outcome of Healthy College Assessment

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Strand: Disability

Core Strategic Objectives

1 – Outstanding Student Success

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Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.1	<ul style="list-style-type: none"> ○ Increase student engagement with agenda setting and decision taking in respect of Equality and Diversity 	<ul style="list-style-type: none"> ○ Equal Access Forum play an active part in the development of the Technical Learning Centre 	Oct 2010	RJ: VP	ESRG	<p>Achieved</p> <p>In addition a V Talent Volunteer has been appointed within the Facilities Team to provide a personal perspective on the appropriateness of the estate for users in wheelchairs</p>
2. Talented, Diverse and Highly Motivated Workforce						
2.1.2	<ul style="list-style-type: none"> ○ Retain Diversity Accreditations 	<ul style="list-style-type: none"> ○ Two Ticks : positive about disabled people ○ Mindful employer 	<p>Annually</p> <p>Annually</p>	JM: DP		<p>Achieved</p> <p>Achieved</p>
2.2	<ul style="list-style-type: none"> ○ Review content of all 	<ul style="list-style-type: none"> ○ Review the disability 	Oct 2010	LM: VP	ESRG	To be reviewed at

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
	mandatory training	awareness training programme ○ Expand the range of specialist training provided to staff supporting learning.	Ongoing	Curriculum LM: VP Curriculum	ESRG	ESRG in spring term Variety of events focussing on specialists such as Asperser's, dyslexia scheduled
3. Vibrant and Sustainable Value-adding Partnerships						
3.2.1	○ Corporate Social Responsibility Review	○ Map and publish engagement with other organisations	July 2011	LM: VP Curriculum		On target – Database under development
3.3	○ Collaborative bids	○ Convene Focus Group to explore possibilities for bidding	July 2011	JM: DP		Focus groups have met on two occasions ; one to explore College priorities and a second specifically focussing on LGBT priorities

MILTON KEYNES COLLEGE
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Strand: Gender

Core Strategic Objectives

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Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.2.1	<ul style="list-style-type: none"> ○ Improve physical resources 	<ul style="list-style-type: none"> ○ Ensure the development of the Technical Learning Centre is designed to be accessible to female students 	1 st Stage classrooms Sept 2010	JM :DP	Cottesloe Steering Group	On target
1.3	<ul style="list-style-type: none"> ○ Develop a curriculum at the Technical Learning centre to engage female students in engineering and construction 	<ul style="list-style-type: none"> ○ Launch Foundation Degree in Sustainable Communities ○ Invest in Manufacturing curriculum 	Jan 2011 Dec 2010	JM:DP LM: VP Curriculum	KPI	Low recruitment On target through TLC
1.6	<ul style="list-style-type: none"> ○ Improve the interpretation of data to ensure it informs Area Reviews and development plans 	<ul style="list-style-type: none"> ○ Extend the focus on diversity data in Performance Monitoring Meetings ○ Revise Self-assessment documentation 	Nov 2010 Sept 2010	LM: VP Curriculum JM: DP	KPI meetings KPI meetings	Diversity data and assessed EIA has been a focus in the autumn term PMM's in the moderation of 2009/10 SAR.

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
						Completed SAR required greater focus on diversity and the introduction of an EIA as part of the development plan
2. Talented, Diverse and Highly Motivated Workforce						
2.1	<ul style="list-style-type: none"> ○ Review and Equality impact Assess the Flexible Working Policy 	Policy Adopted	Nov 10	JM: DP	ESRG	Policy awaiting formal adoption
3. Vibrant and Sustainable Value-adding Partnerships						
3.1	<ul style="list-style-type: none"> ○ Work in partnership with MKSCB to develop the College's approach to Forced Marriage 	<ul style="list-style-type: none"> ○ Attendance at training events ○ Material accessible 	Dec 2010 July 2011	LM: VP C	Safeguarding Group	Achieved
3.1.1	<ul style="list-style-type: none"> ○ Work in partnership with MKSCB to develop the College's approach to combating domestic violence 	<ul style="list-style-type: none"> ○ Attendance at training events ○ Material accessible 	Dec 2010 July 2011	LM: VP C	Safeguarding Group	Achieved

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Strand: Race

Core Strategic Objectives

1 – Outstanding Student Success

2 – Talented and Highly Motivated Workforce

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Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.1	<ul style="list-style-type: none"> ○ Set area targets to close specific achievement gaps 	<ul style="list-style-type: none"> ○ Targets agreed through SAR moderation process 	Nov 2010	LM: VP Curriculum	ESRG	Achievement gap closed for students aged 19+
1.3	<ul style="list-style-type: none"> ○ Co-ordinate student and staff events to celebrate diversity and challenge discrimination 	<ul style="list-style-type: none"> ○ Develop co-ordinated programme to align student and staff activities during Black History month and Culture week ○ Distribute and evaluate resources for use with students/staff 	Oct 2010/ Oct 2011 April 2010/2011 Oct 2010 to Oct 2011	JM: DP LM:VP Curriculum	ESRG	Professional Development Planning and activities is timetabled to match student activities eg Black History month, LGBT History month Additional diversity champions trained including OLASS staff Lesson plan and resources issued to all tutors for induction with students Oct 2010
1.6	<ul style="list-style-type: none"> ○ Improve the interpretation 	<ul style="list-style-type: none"> ○ Extend the focus on 	Ongoing	LM: VP	ESRG	Diversity data and

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
	of data to ensure it informs Area Reviews and development plans	diversity data in Performance Monitoring Meetings <ul style="list-style-type: none"> ○ Revise Self-assessment documentation 	Sept 2010	Curriculum JM: DP		assessed EIA has been a focus in the autumn term PMM's in the moderation of 2009/10 SAR. Completed SAR required greater focus on diversity and the induction of an EIA as part of the development plan
2. Talented, Diverse and Highly Motivated Workforce						
2.1	<ul style="list-style-type: none"> ○ Equality Impact Assess the Policy and Procedures for Recruitment and Selection 	<ul style="list-style-type: none"> ○ Review the information and guidance supplied to prospective applicants and shortlisted candidates 	Sept 2010	JM: DP		Achieved
2.1.1	<ul style="list-style-type: none"> ○ Refresh training for those involved in making recruitment and/or selection decisions Setting 	<ul style="list-style-type: none"> ○ Increase proportion of BME applicants appointed 	From May 2010	JM: DP		On target
2.3.1	<ul style="list-style-type: none"> ○ Extend the range of staff data monitored and reported on 	<ul style="list-style-type: none"> ○ Staff data report to include analysis of access to professional development 	Feb 2011	JM: DP		In development for access by area and by diversity data
3. Vibrant and Sustainable Value-adding Partnerships						
3.1	<ul style="list-style-type: none"> ○ Widen the membership of groups undertaking 	<ul style="list-style-type: none"> ○ Extend the collaborative work with MKEC 	From July 2010	JM: DP		On target

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	Equality Impact Assessments					

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Strand: Religion and Belief

Core Strategic Objectives

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Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
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1.2.1	<ul style="list-style-type: none"> ○ Improve the functionality of the prayer room/quiet space 	<ul style="list-style-type: none"> ○ Appropriate washing facilities available 	July 2011	JM :DP	ESRG	Appropriate washing facilities are included as part of the specification for the refurbishment of the toilet blocks at CW
1.4	<ul style="list-style-type: none"> ○ Continue the development of the multi-faith group to include student representation 	<ul style="list-style-type: none"> ○ Impact of group evaluated 	July 2011	LM: VP Curriculum	ESRG	
2. Talented, Diverse and Highly Motivated Workforce						
2.1	<ul style="list-style-type: none"> ○ Co-ordinate student and staff events to celebrate diversity and challenge discrimination in respect of faith events 	<ul style="list-style-type: none"> ○ Develop co-ordinated programme to align student and staff activities for specific faith events ○ Distribute and evaluate resources for use with students/staff 	Ongoing	JM:DP LM: VP Curriculum	ESRG ESRG	Professional development planning and activities is timetabled to match student activities eg Black History month, LGBT History month

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
		<ul style="list-style-type: none"> Provide formal opportunities for staff to learn about faiths 	Dec 2010	JM: DP	ESRG	Achieved
3. Vibrant and Sustainable Value-adding Partnerships						
3.1	<ul style="list-style-type: none"> Widen the membership of groups undertaking Equality Impact Assessments 	<ul style="list-style-type: none"> Ensure faith groups engage in the EIA process 	July 2011	JM: DP	ESRG	Not yet achieved
3.2	<ul style="list-style-type: none"> Continue to work collaboratively with MKIAH – Milton Keynes Islamic Arts and Heritage 	<ul style="list-style-type: none"> At least one supported event take place 	July 2011	JM: DP	ESRG	Achieved

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Strand: Sexual Orientation

Core Strategic Objectives

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Date of Last Review: Dec 2010 March 2011 June 2011

1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.1	<ul style="list-style-type: none"> ○ Increase student engagement with agenda setting and decision taking in respect of Equality and Diversity 	<ul style="list-style-type: none"> ○ Student devised Interest Groups through Student Council 	Oct 2010	LM: VP Curriculum	ESRG	
1.2	<ul style="list-style-type: none"> ○ Provide appropriate guidance for students 	<ul style="list-style-type: none"> ○ Develop tutorial materials in respect of appropriate language to promote diversity 	Sept 10	LM: VP Curriculum	ESRG	Tutorial materials on E&D and Equality act were delivered in induction
1.3	<ul style="list-style-type: none"> ○ Co-ordinate student and staff events to celebrate diversity and challenge discrimination 	<ul style="list-style-type: none"> ○ Develop co-ordinated programme to align student and staff activities during LGBT History month ○ Distribute and evaluate resources for use with students/staff 	Feb 2011 Jan- Mar 2011	JM:DP LM: VP Curriculum	ESRG	Professional development planning and activities is timetabled to match student activities eg Black History month, LGBT History month

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.4	<ul style="list-style-type: none"> Ensure there are multiple pathways for students to access appropriate and timely support in dealing with diversity issues 	<ul style="list-style-type: none"> Review student induction Increase signposting Develop Youth Work practice 	<p>Sept 2010</p> <p>Welcome fair/information exchange Sept/Oct 2010</p> <p>Ongoing</p>	<p>LM: VP Curriculum</p> <p>LM: VP Curriculum</p> <p>LM: VP Curriculum</p>	ESRG	<p>Achieved</p> <p>Achieved</p>
2. Talented, Diverse and Highly Motivated Workforce						
2.1	<ul style="list-style-type: none"> Review the information and guidance supplied to prospective applicants and shortlisted candidates 	Materials make inclusive values explicit for applicants	Sept 2010	JM: DP	ESRG	Achieved
2.1.1	<ul style="list-style-type: none"> Refresh training for those involved in making recruitment and/or selection decisions 	High volume interviewers trained	Dec 2010	JM: DP	ESRG	Training is ongoing
2.3.2	<ul style="list-style-type: none"> Pilot a confidential staff mentor scheme Disclosure and support 	Funds secured for pilot scheme	Dec 2010	JM: DP	ESRG	Bid unsuccessful
3. Vibrant and Sustainable Value-adding Partnerships						
3.3	<ul style="list-style-type: none"> Identify opportunities for collaborative bids with local support groups e.g. Q:Alliance 	<ul style="list-style-type: none"> Convene Focus Group to explore possibilities for bidding 	Aug 2010	JM: DP	ESRG	LSIS Innovation bid submitted 2010 – bid unsuccessful

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
		o Submit LSIS bid	Nov 2010	JM: DP	ESRG	

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Strand: Transgender

Core Strategic Objectives
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1. Outstanding Student Success						
Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
1.1	o Increase student engagement with agenda setting and decision taking in respect of Equality and Diversity	o Establish student LGBT group through Student Council	Oct 2010	LM: VP Curriculum	ESRG	Working in Partnership with Q:Alliance
1.1	o Develop a Transgender Policy highlighting support for staff and students	o Policy in place	June 2011	JM: DP	ESRG	
1.2	o Provide appropriate written guidance for	o Develop tutorial resources in respect of	July 2011	LM: VP Curriculum	ESRG	As above

Cross ref to Single Equality Scheme Strategic Development Plan	Development Actions	Measurements of success	Timescale and milestones	Person responsible	Monitoring & Control Reporting Arrangements	Progress/completion Review Dec 2010
	students	appropriate language to promote diversity				
2. Talented, Diverse and Highly Motivated Workforce						
2.3.2	<ul style="list-style-type: none"> ○ Pilot a confidential staff mentor scheme 	<ul style="list-style-type: none"> ○ Funds secured for pilot scheme 	Apr 2011	JM: DP	ESRG	Bid unsuccessful
3. Vibrant and Sustainable Value-adding Partnerships						
3.3	<ul style="list-style-type: none"> ○ Collaborative bids 	<ul style="list-style-type: none"> ○ Convene Focus Group to explore possibilities 	Nov 2010	JM: DP	ESRG	LSIS Innovation bid submitted Oct 2010. Not successful