

Equality Objectives 2016- 2020 Action Plan (Latest updates 16/1/17)

Equality Objectives and Actions	Targeted Measurable Outcomes	Person Resp.	Date	A	PA	N A	Monitoring comments
1 Increase success and retention rates for students Monitor and support students and to ensure that any barriers to success are identified and actions taken to remove those barriers							
1.1	<ul style="list-style-type: none"> The Post Inspection Action Plan will run concurrently with this action plan and includes targeted measurable actions and outcomes for the college during 15-16 and 16-17 academic years 	Full details of all measurable outcomes are contained within the PIAP which will be reviewed and updated by the Senior Leadership-Team PIAP reviewed bi-weekly.	Senior Leadership Team, Curriculum Managers, College Leadership Team				
1.2	<ul style="list-style-type: none"> Encourage male and female students into non-traditional occupational areas through use of effective role models in marketing and communications material, schools liaison, gender specific events and working with employers to recruit non- traditional apprentices in targeted areas 	Drive increase in male/female enrolments in curriculum areas as follows: Females in Construction by 2% (0% in 15/16) Females in Engineering by 2% (0% in 15/16) Males in Hairdressing by 2% (0% in 15/16) Males in Beauty Therapies by 1% (0% in 15/16) Males in Health& Social Care/Childcare by 1% (4.8% in 15/16)	Curriculum Managers, Marketing Manager	Oct 18			
2 Work with External Partners/ Other Colleges and our Local Community Ensure the needs of the students, staff and local community are met where possible and improve opportunities for access to apprenticeships and local business development							
2.1	<ul style="list-style-type: none"> Collaboration with New College Stamford and 	Apprenticeship Company to be established, relevant contracts	SLT, Director of Business	July 18			Dec 16 -Trio Training formed– will initially be looking at logistics

	Boston College to provide a wider offer of apprenticeships within the region and further afield.	created and offered to each college. Increase the numbers of employers and 16-18yrs students accessing apprenticeships by 10% on 15/16.	Development , Work Based Learning Manager				related training, focussing on apprenticeships. Manager appointed.
2.2	<ul style="list-style-type: none"> Employer and provider partners are aware of their responsibility towards Prevent strategies, Safeguarding and fundamental British values. Training provided where necessary and assessment of progress embedded within partner reviews 	100% of partners and employers aware of their responsibility.	AP: Services for Students, Director of Business Development , Work Based Learning Manager	July 17			<p>Nov '16 – APSFS held safeguarding and Prevent training for BDC staff. Marketing due to produce an employer's guide before the end of November. BDC to ensure employers aware of Prevent Duty and safeguarding and BDC to collect employer signatures.</p> <p>Marketing have produced a leaflet, which is to be distributed to each employer, & discussed at sign up stage. Paperwork is being amended to reflect this – i.e. a signature will be required from the employer to evidence that they have read and understand their responsibilities.</p>
	<ul style="list-style-type: none"> Apprentices to be aware of their responsibilities for Prevent strategies, Safeguarding and fundamental British values of liberty, democracy, rule of law and mutual respect. 	100% of apprentices to have regular reviews which incorporate meaningful and work-related discussions referring to Prevent, Safeguarding and British Values.	AP: Services for Students, Director of Business Development , Work Based Learning Manager	July 17			<p>Nov '16 – Weekly FBV discussion points distributed amongst lecturers and assessors. ILP reviews include Student Development Checklist and opportunity for assessors to highlight these areas with apprentices. BDC Coordinator putting together case studies to use as examples for apprentices.</p>

		<p>100% of cases of bullying, harassment or discriminatory behaviours are recorded and appropriate action taken to ensure the wellbeing and safety of individuals is achieved.</p> <p>Statistics monitored each year to ensure that training is effective in reducing incidents.</p>					<p>Nov '16 - Annual bullying report now included in annual safeguarding report to Governors. Separate bullying log now records bullying incidents and reports outcomes for students.</p> <p>Nov '16 – Safeguarding incidents now being discussed and reviewed at Safeguarding Team Meetings. Additional staff now part of the team following an increase in number of incidents in 2015-16.</p>
2.3	<ul style="list-style-type: none"> Students to engage in work experience each year to increase employability, skill levels and to engage with local communities and businesses (PIAP) 	<p>100% of students to have a minimum 30 hours of meaningful work experience each academic year.</p> <p>Interim reviews and monitoring via PIAP</p>	AP: Services for Students, Curriculum Managers	July 2017			<p>Nov'16 - 2015-16 end of year figure of 78% completed work experience. This represents 48% increase.</p>
2.4	<ul style="list-style-type: none"> In collaboration with Boston College and New College Stamford develop a programme of online higher level courses Provide a flexible, affordable offer for students and training/CPD opportunities for local businesses and employers 	<p>A range of courses to be available to the local community and businesses by Sept 17</p> <p>Appropriate advertising and marketing to ensure that 'hard to reach' communities and individuals are made aware of the offer. Communicate with local partners in business, local council and volunteer organisations.</p>	SLT, Director of Business Development / Marketing Manager	Sept 17 July 17			
2.5	<ul style="list-style-type: none"> Work with local and regional faith leaders to 	Volunteer Faith Advisors to be recruited from local and regional communities to support staff and students and their understanding	AP: Services for Students, Student Life Manager	Dec 16			<p>Dec 16 – No progress currently but further efforts to recruit will continue. Multi-Faith day planned for 2017</p>

	increase the number of volunteer supporters of multi-faiths to advise and support staff and students.	of many faiths in addition to Christianity.						
3	Staff Training Provide a balanced training programme for employees in teaching, business support and part-time employees Ensure all staff are trained to enable Equality, Diversity and Inclusion to be embedded into all aspects of College life							
3.1	<ul style="list-style-type: none"> Joint procurement with Stamford and Boston colleges to provide a wider range of CPD opportunities for staff 	Full details of all measurable outcomes are contained within the PIAP and will be reviewed and updated by the Senior Management Team. PIAP reviewed bi-weekly	SLT, AP: People & Performance	July 2017				<p>Dec 17 -2 meetings have happened so far with a 3rd meeting planned for the New Year.</p> <p>The same trainer for Middle Management Training has been used as Boston so far.</p> <p>A joint conference was considered but is not being progressed at this time due to cost and potentially excluding Support Staff.</p> <p>Current investigations for joint mediation training for HR staff with ACAS to deal with mediation for each other's cases.</p> <p>The group will refocus in the new Year and will be led by Chief Executive to focus on improving teaching and learning.</p>
3.2	<ul style="list-style-type: none"> Opportunities for staff from the three college to meet and share best practice 	A minimum of 10% of staff at Grantham College to access joint CPD opportunities and the opportunity to share best practice.		Nov 17				Dec 16 - On-going investigations for appropriate opportunities.

3.3	<ul style="list-style-type: none"> • Training, mentoring and support to ensure ED&I is evident within the curriculum. • PIAP to detail specific training and development required to improve the quality of teaching and planning of lessons 	<p>The Student Progress Strategy to include monitoring of EDI to ensure that 80% of lessons planned and delivered during 16/17 demonstrate evidence of EDI including lesson differentiation where required.</p> <p>Target to be reviewed and potentially increased for 17/18.</p>	AP: Curriculum & Quality, Quality Improvement Manager	July 2017				
4	Consultation and engagement To continue to consult with staff and students to obtain views on equality and diversity policies, procedures and practices throughout the College and to promote an inclusive environment.							
4.1	<ul style="list-style-type: none"> • Consult students at student conference and via Student Voice Reps. Publish feedback and areas for improvement to form part of this action plan and any relevant Equality and Diversity Policies where appropriate. 	<p>Feedback from Student Voice Reps and other consultations to be available and outcomes monitored.</p>	Assistant Principal for Services for Students, Student Experience Manager	Nov 16				Dec 16 Student Voice minutes available/published and a tracking system introduced for feedback and outcomes.
4.2	<ul style="list-style-type: none"> • ED&I to be an agenda item at College Student Voice Forums and Student Voice Reps to attend ED&I training 	<p>Students provided with the opportunity to contribute to ED&I within the College</p> <p>Student Voice Reps to have ED&I training by Oct 16</p>	Assistant Principal for Services for Students, Student Experience Manager	Oct 16		√		<p>Dec 16 – E&D training still to be organised for SV reps.</p> <p>Student Voice minutes available and a tracking system introduced for feedback and outcomes.</p>

4.4	<ul style="list-style-type: none"> • Student representation on the College's Equality Committee • Student contribution to policy, practice and procedure developments. 	GCSU LGBT+ Officer and Disabled Students' Officer invited to all E&D Committee meetings.	Principal, Student Experience Manager	Nov 16	✓		Both officers invited to attend meetings.
4.5	<ul style="list-style-type: none"> • Consult with staff via departmental meetings and surveys and staff representation on the College's Equality Committee 	<p>All staff encouraged and provided with the opportunity to contribute to policy, practice and procedure developments. Staff members from curriculum, support, business, estates and Governor's to be represented on the committee.</p> <p>Staff Focus Group to contribute to further development of ED&I within the college. Feedback from the Focus group to be communicated to the E&D Committee Chair before each termly meeting and included in the agenda for the committee.</p>	Principal AP: People and Performance	Nov 16 Nov 16		✓	<p>June 16 – Governor representation on the Committee. Curriculum staff members still to be represented.</p> <p>Jan 17 – 1 new staff member to committee.</p> <p>Dec 16 - Due to time and resource pressure in the HR Team there have been no meetings of the Staff Focus Group yet this academic year.</p>
4.6	<ul style="list-style-type: none"> • Appoint Student Engagement Officer to increase student engagement in a wider range of activities and contribution to college policy and practice. • Increase the opportunities for the 'Student Voice' to be included within college activities, policy and practice 	<ul style="list-style-type: none"> • Appoint Student Engagement Officer • Increase the number of Student Union representatives to 6 and offer a variety of roles and responsibilities for interested parties. 	Assistant Principal for Services for Students Student Experience Manager	Sept 16 July 17 July 17	✓ ✓		<p>SEO appointed</p> <p>LGBT+ Society formed April 16 and supported at college.</p>

		<ul style="list-style-type: none">• Students to be involved in developing and co-ordinating support groups, fundraising activities, raising awareness of E&D issues	Student Engagement Officer					Fundraising activities and events to raise awareness of E&D topics. Cake stall, GCSU Xmas party held.
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