

Equality Objectives 2021-2025 Action Plan

Equality Objectives and Actions	Targeted Measurable Outcomes	Person Resp.	Date	A	P A	N A	Monitoring comments	
<b>1</b>	<b>Increase success and retention rates for students</b> Monitor and support students and to ensure that any barriers to success are identified and actions taken to remove those barriers							
1.1	Closing gap for access and continuation between mature and young students	Refer to APP	SLT, HoCs, CLT	Ongoing				
1.2	Closing gap for access and continuation between BAME learners and their peers	Refer to APP	SLT, HoCs, CLT	Ongoing				
1.3	Closing gap for access and continuation between disabled learners and their peers	Refer to APP	SLT, HoCs, CLT	Ongoing				
1.4	Encourage male and female students into non-traditional occupational areas.	Drive increase in male/female enrolments in curriculum areas.	HoCs, Marketing Manager	Ongoing				
1.5	Safeguarding	Reports are recorded and appropriate action is taken to ensure the wellbeing and safety of individuals. Programme of training sessions to increase student wellbeing.	SLT, VP: HR & Student Services	Ongoing				
<b>2</b>	<b>Work with External Partners/ Other Colleges and our Local Community</b> 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	Employers and Apprentices aware of their responsibility	100% of partners and employers aware of their responsibility.	AP: HE, Students Services,	Ongoing				

	towards Prevent, Safeguarding, FBVs.		VP: Business Development					
2.2	Students to engage in work experience each year to increase employability, skill levels and to engage with local communities and businesses (PIAP).	100% of students to have a minimum 30 hours of work experience each academic year. Interim reviews and monitoring via PIAP	VP: HR & Student Services, Curriculum Managers	Ongoing				
<b>3</b>	<b>Staff Training</b> 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	Training to be delivered/available to allow staff from all areas, and working contracts, to access and attend.	A minimum of 10% of staff at Grantham College to access joint CPD opportunities and the opportunity to share best practice.  100% staff to be able to access training for E&D, Safeguarding, Prevent and British Values either face to face or online.	SLT, VP: HR & Students Services	Ongoing				
3.2	Training, mentoring and support to ensure ED&I is evident within the curriculum.	Student Progress Strategy with links to the Education Inspection Framework.	VP: Curriculum & Quality, SLT	Ongoing				
<b>4</b>	<b>Consultation and engagement</b> 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	Consult students at student conference and via Student Voice Reps.	Feedback from Student Voice Reps and other consultations to be available and outcomes monitored.	VP: HR & Student Services	Ongoing				
4.2	ED&I as agenda item at College Student Voice Forums and Student Voice Reps to attend ED&I training	Students provided with the opportunity to contribute to ED&I within the College	VP: HR & Student Services, Student Services Manager	Ongoing				
4.3	Student representation on the College's Equality + Diversity Committee	Officers invited to all E&D Committee meetings.	AP: HE Student Services Manager	Ongoing each year				
4.4	Consult with staff via departmental meetings and surveys and staff representation on the College's Equality Committee	All staff areas represented on the E+D committee. Staff Focus Group with feedback communicated to the E&D Committee	AP: HE AP: HE					
4.5	Student Engagement Officer	Hold SU Meetings; Students to be involved in developing and co-ordinating support groups, fundraising activities, raising awareness of E&D issues	VP: HR & Student Services	Ongoing				