

## Equality Objectives 2023-2024

### Students

Strand 1: That all students achieve equally, regardless of ethnicity

- Ensure that Study Programme students of minority ethnic heritage are supported to remain and achieve at college - increase retention and achievement across all minority heritage groups, but particularly WB Caribbean, Irish and Gypsy/Irish Traveller to within 3pp of overall college average for their age group and learning aim.
- Ensure that all adult learners (including subcontracted) of minority ethnic heritage achieve in line with the college average for their age group and learning aim, increasing retention and achievement to within 3pp of overall.

Strand 2: That all students achieve equally, regardless of disability

- Ensure that Study Programme students with dyslexia and dyscalculia are supported to achieve qualifications in maths and English to ensure their future progression in education and employment - increase achievement to within 3pp of the average for their age group and learning aim
- Ensure that students with Autism are supported to re-engage with their education post pandemic, attend college and achieve their qualifications at the same rate as their peers.
- Ensure that adult learners with Mental Health needs are supported to remain and achieve on their course, increasing achievement to within 3pp of the college average for their age group and learning aim.

Strand 3: That students from other disadvantaged Groups achieve at least as well as their peers

- Ensure that Study Programme students who are Looked After Children, Young Adult Carers or are receiving Free Meals are supported to achieve as well as their peers - improve retention and achievement to within 3pp of college average for age group and learning aim.

## Staff

Strand 1 - That the workforce is reflective of the community and the student population

- Ensure that staff data is as complete as is possible and that staff feel comfortable to disclose their Protected Characteristics before comparisons are made to community and student profiles.
- Aim to reduce the number of staff who have not completed their PC data by 10pp by 2023.
- Aim to decrease the number of staff who have selected 'Prefer Not To Say' by 3pp by 2023 across all PCs, with particular emphasis on religion/belief and sexual orientation as these are the largest areas where staff select this option.

Strand 2 - That all staff have equality of opportunity to fulfil their potential

- Ensure that the College attracts and appoints a diverse workforce and that staff are able to fulfil their potential by removing barriers to productivity and ensure this is monitored and reported on. Increase the number of applications from men, those with a disability and those from minority ethnic backgrounds by 3pp.
- Increase appointments of those from Asian, Black, Mixed and 'other' ethnic backgrounds to be proportionally in line with those from 'White' backgrounds compared to applications..

Strand 3 - That all staff have job satisfaction

- Report annually on the Staff Satisfaction survey by each of the Protected Characteristics to gauge satisfaction levels and identify trends.
- Increase completion of staff survey to at least 50% of all staff
- Increase the satisfaction of staff in minority groups to within 3pp of all other staff across at least 75% of questions.
- Increase satisfaction levels of male staff to within 3pp of all other staff on the subjects of feeling valued and staff development.