

Capel Manor College

Equality, Diversity and Inclusion Objectives 2020-2023

Overarching Aim:

Create a more inclusive and successful learning environment for our students and staff by increasing our focus on equality and diversity.

Under the Equality Act 2010, public bodies such as Further Education Colleges are required to identify and publish strategic equality objectives that are designed to fulfil the Public Duty to eliminate discrimination, advance equality of opportunity and foster good relations.

Bringing together the commitments made in our Mission, Vision and Values and following continuous review by our Equality Working Group, we will:

- 1. Empower staff, students and governors to identify, monitor and address differential patterns across the protected characteristics in the recruitment, progression and achievement of our staff and students, and in so doing:**
 - a. Encourage commitment to improving data collection and analysis in order to ensure our Equality, Diversity and Inclusion activity remains meaningful and is evidence-based.
 - b. Use student data to focus on progression, retention, satisfaction and achievement and staff data to examine recruitment, protected characteristics, redundancy and promotion statistics.
 - c. Use equality data across different work streams to increase the proportion of women at senior management and professorial level and the number of role models from protected groups.
 - d. Improving our collection, analysis and subsequent action planning.
 - e. Determine key priorities each year on which we will focus activity.

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- 2. Celebrate, communicate and promote equality, diversity and inclusion through:**
 - a. Fostering good relations between protected groups.
 - b. Promoting ideas for specific actions and to include the development of promotional materials to raise awareness of the diversity.
- 3. Embed good equality, diversity and inclusion practice into our daily activities and decision making processes by:**
 - a. Carrying out a review of the current structure of Equality, Diversity and Inclusion related policies for both staff and students and of our institutional approach to equality analysis.
- 4. Promote and embed an inclusive working environment and an inclusive approach to learning, teaching and assessment through:**
 - a. Inclusive practice-led through tutorials, induction, mandatory training and CPD days.
 - b. Developing a CPD framework on inclusive practice, an accessibility review of our online resources.
 - c. Embedding an inclusive approach to teaching, learning and assessment to benefit students across all the protected characteristics.
- 5. To improve the recruitment levels and promotional opportunities for staff groups who are under-presentative such as those from BAME heritage or those with a disability, such as:**
 - a. Update the Recruitment and Selection training requirements to include unconscious bias.

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- b. To achieve Level 1 of the Employers 'Disability Confident Committed' award and commit to the principles and objectives of the Positive about Disabled People standard.
- c. Making a formal commitment to achieve the 'Mindful Employer' charter to assist the mental health wellbeing of staff. The charter will assist in increasing an awareness of mental health.