

## Public Sector Equality Objectives 2016-2020

The College will further develop and sustain a culture where Equality Objectives are a natural aspect of our work. This culture is summarised in our mission statement:

Our College is for people who:

ASPIRE  
INVEST  
&  
RESPECT

We ASPIRE to be outstanding: academically, professionally and personally.

We INVEST fully in all we do, knowing that the more effort we commit the more benefits we can access.

We RESPECT each other, ourselves and our environment.

Within this framework:

The Public Sector Equality Objectives support and align with the College's Strategic Objectives 2015-2020. Actions to achieve these objectives are set out and monitored through the appropriate Strategic Priority Development Plans.

The Sixth Form College, Solihull will endeavour through its work to eradicate any significant achievement gaps between those students with protected characteristics and those without protected characteristics.

To this end, curriculum teams will work through "aspire" – the College's learning culture – in their planning and self-evaluation to ensure that all students have an equal chance to become successful independent learners.

The College will continue to celebrate Equality and Diversity to ensure that all those with protected characteristics can play a full part in the College community and ultimately wider society.

Further, the College will undertake work to ensure that a consistently high proportion of students regardless of background achieve positive and appropriate destinations.

The College will also endeavour, when vacancies arise, to recruit suitably qualified staff and Governors who better reflect the diversity of the College's student population with regard to protected characteristics as defined by the Equality Act 2010.

The College will also seek to anticipate proactively the needs of all of its users including students, staff, parents and visitors, and will respond reasonably to any issues raised regarding Equality and Diversity. This will include striving to ensure that all involved are aware of their rights and responsibilities in relation to the Single Equalities Act and other legislation.

These Objectives will be reviewed by December 2018.