

# Public Sector Equality Objectives 2020-2024

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 priorities. Actions to achieve these objectives are set out and monitored through the appropriate Strategic Development Plans.

To reduce significant achievement gaps between those students with protected characteristics and those without protected characteristics.

- Leaders will use data to analyse variances in achievements and take action to close gaps between male/female, white/BME and learners with learning difficulties and those without.

To ensure that all students have an equal chance to become successful independent learners.

- Teachers will plan and use activities that take account of different starting points
- Curriculum teams will work through "ASPIRE", the College's learning culture, in their planning and self-evaluation

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.

- Teachers and Academic Coaches will reinforce British Values in lessons so students understand how these relate to their daily lives.
- All students will be given the opportunity to participate in a range of enrichments, societies, trips and visits regardless of background

To ensure that a consistently high proportion of students regardless of background achieve positive and appropriate destinations.

- Students from widening participation postcodes will be supported to access the support arrangements available to them

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.

To anticipate proactively the needs of all users including students, staff, parents and visitors and 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.

- All staff will receive Equality & Diversity training and any other relevant ongoing training.
- Student Council will receive specific Equality & Diversity training and student induction will include an Equality & Diversity / British Values focus.

These objectives will be reviewed annually.