

EQUALITY AND DIVERSITY ACTION PLAN September 2011/August 2012

PROMOTING EQUALITY AND FAIRNESS ACROSS THE COLLEGE not inc staff

Improve the Leadership and Management of E&D issues

OBJECTIVE	ACTIONS	RESPONSIBILITY Action by:	REVIW DATE
Continue to use the data systems to inform teaching and learning and monitor achievement of learners	1. Continue to use data systems to accurately analyse performance according to: <ul style="list-style-type: none"> • Gender • Ethnicity • Disability • Learning Support • Area Uplift • Feeder school 	Principal Data Manager	July 2012
	2. Continue to provide staff training which: <ol style="list-style-type: none"> a) Ensures that all new staff are trained in data system b) Raise awareness of performance of the above groups 	DT&L /HOS/ CM/PDC	Ongoing
	3. Continue to use data throughout the year to analyse on-going performance and underachievement and any trends	HOS/CM/ Teachers	Ongoing
	4. Act on any emerging trends of student underperformance with additional support, one to ones, study centre referrals, referrals to HoS, DHoS or DT&L.	DT&L HoS Subject Teachers	Ongoing
	5. Use CAT results to monitor results against MEG with a particular focus on boys underachievement	DT&L HoS Subject Teachers	Ongoing

Maintain the promotion of support available to students	1. Continue to ensure that all students are clear about how to raise an issue about harassment or discrimination through tutorial activities, induction, leaflets and posters. Reinforce on a regular basis through tutorial programme.	SSM/Personal Tutors	July 2012
	2. Continue to provide annual staff training to make sure that all staff understand their role in dealing with a student complaint about discrimination or harassment, with dual regard to child protection and confidentiality issues	SSM / DP	
	3. Continue to promote help and support available to students both internally (additional support services) and externally(e.g. Child line, Samaritans, local youth advisory service, Brook etc)within tutorial	Student Support Manager PDC Manager	
	4. Display literature, posters and displays promoting support around the college in student friendly and attractive format		
Maintain the programme of activities aimed at integrating overseas students from different backgrounds into the College community	1. Continue to work with new students, the Student Council, Tutor Reps etc to develop ideas which will help to integrate students into whole College community including for example: <ul style="list-style-type: none"> • 'buddy' programme • Induction including 'Get to know you' events 	Student Participation Manager Students Activities Co-ordinator Marketing Manager Principal	January 2012
	2. Open evenings; ensure that college is marketed across the community. Displays are attractive and inclusive Course handouts are inclusive and are differentiated		
	3. Further develop feeder school links e.g. Buckswood		
Continue to ensure that the College complies with all relevant equality and anti-discrimination laws ensuring that college policies are updated to meet with new legislation	1. Continue to develop an Equality & Diversity Action Plan to combine the RED, DED, GED, but also incorporate the other 3 strands of Faith and Religion, Age, Sexual Orientation and Transgender	Principal / SSM Personnel Manager Deputy Principal PDC Manager	Jan 2012
	2. Through Professional Development Centre activities, ensure that all staff are briefed and trained on their responsibilities		
Improve our liaison with feeder schools to provide timely information for students with disabilities and additional support needs.	1. (i)Liaise with feeder schools to identify groups of learners who are not coming to the college and analyse for any trends (ii)Address and act upon any tends which have emerged	Principal DHoS SSM	Sept 2011
	2. Continue to liaise closely with feeder schools in areas of social deprivation to encourage participation into FE		
	3. Provide good access for those with physical disability; ensuring doors are clear, lifts in order and automatic doors are working		

Ensure support for learners with learning difficulties and disabilities	<ol style="list-style-type: none"> Using study centre monitor the success rates of those on additional support- spot these through reviews and MEGS and performance data tables Include information for additional learning needs on learner profile Drill down into goldmine data to ensure it is in line with college figures for students with additional needs 	HoS, DoTL Subject teachers, tutors Data manager	June 2012
Address underachievement in 'AS'	(See separate action plan)		July 2012
Address lower achievement of boys across all levels	1. Monitor and provide data by gender achievement in AS	Data manager	July 2012
	2. Analyse data from subject reviews to act upon any emerging trends and provide additional support for those students	All teaching staff	
Improve retention rate of students with learning difficulties and disabilities.	1. Continue to record data during enrolment	Data manager	Ongoing
	2. Provide easily accessible data for teaching staff to be aware of disabilities		
	3. Provide staff training for teaching staff to better support learners with disabilities		
Continue to monitor student perception of Equality and Diversity	1. Continue to carryout regular focus groups with learners	SPM DP HoS/CM	Sept 2012
	2. Continue to appoint a senior student representative for Equality and Diversity		
	3. Continue to use QDP questionnaire to inform learner voice and monitor perception		
	4. Continue to Include and analyse QDP feedback to inform Self Assessment Review		

OBJECTIVE	ACTIONS	RESPONSIBILITY	REVIEW DATE
Where 'looked after children' are identified, monitor achievement.	1. Take part in PEP with local authority involving HoS and key contributors .	SSM / HOS PT	Sept 2012
	2. Identify explicit actions to support student		
	3. Monitor attendance, performance and well being by monthly updates		
Improve the success rates of learners with disabilities across all programmes so that they are in line with whole college success rate	Assess the overall achievement of students who declare a disability and those who receive more than £500 of additional support Investigate further any findings which suggest that achievement is below the College average, looking at guideline grades, course level patterns and individual qualitative factors as part of SAR	SLT/DoTL SSM/HOS CMT	Sept 2012 Sept 2012
Continue to analyse student achievement by Gender and put action in place to address findings	1. Staff are required to analyse results by gender. Cross College analysis taken place.	All Staff	Nov 2012
	2. Actions incorporated into sections and College SARs.	HoS / DP	Dec 2012
Improve success rates in subjects with low achievement rates	1. Analyse achievement rates by gender, ethnicity, disability, socio-economic and feeder school	DoTL HoS CM All staff	June 2012
	2. Address any trends from 2010 achievement rates in subject SAR		
	3. Monitor performance in subject reviews termly and analyse by gender, ethnicity, disability, socio-economic and feeder school; providing additional support where identified		