

Nelson and Colne College Group Equality, Diversity & Inclusion - Action Plan

Equality Objectives 2020-23

We at the Nelson and Colne College Group are passionate about Equality, Diversity and Inclusion for our staff, students and stakeholders. We exist to 'Create the Extraordinary' and do all we can to ensure an inclusive environment, rule out any inequalities perceived or otherwise where everyone is able to study and work to be phenomenal people.

The College recognises and proactively works towards its responsibilities in respect of the Equality Act 2010 and in doing so has identified 3 Equality Objectives within this Action Plan to take forward over the next three years. Each of these objectives are broken down into a targeted outcome to support the overarching Equality, Diversity and Inclusion Policy and supports the Single Equality Scheme.

The College's Equality Objectives help to ensure that we firmly focus on addressing inequalities across the nine protected characteristics identified in the 2010 Equality Act. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. In addition, we recognise that being inclusive is much wider than the protected characteristics. It embraces the differences we all bring into the workplace to create a rich and vibrant organisation where everyone feels valued and, importantly, adds value.

Equality is about the fair treatment of everyone and often linked to the legislative framework, The Equality Act 2010.

Diversity is the mix of people and valuing differences.

Inclusion is the culture in which the mix of people can come to work, feel comfortable and confident to be themselves, work in a way that enables them to deliver our organisational needs. Inclusion will ensure that everyone feels valued and importantly, adds value.)

(People can bring their whole selves to work/college.)

Equality, Diversity and Inclusivity Objectives

Objective 1: People

Action

1.1	Ensure all staff facing policies are legislatively compliant and promote equality, diversity and inclusio
1.2	Further improve data gathering activities to ensure, the College meets its commitments placed within the People Strategy
1.3	Ensure all staff curriculum facing and support staff are fully aware of the College's commitment to EDI
1.4	Attract, recruit and retain staff from a diverse range of backgrounds
1.5	Ensure all curriculum facing staff (teachers, trainer/assessors/learning support) are supported to develop their skills so they actively and positively promote EDI in the classroom, workshops and workplace settings
1.6	Report and act upon any complaints from staff, students or key stakeholders related to protected characteristics
1.7	Monitor staff experience and satisfaction levels according to different protected characteristics
1.8	Equality Impact Assessments (EIA) applied to all policies, procedures and processes at inception or renewal
1.9	To seek out and actively pursue appropriate accreditations which will demonstrate the College's commitment to being inclusive

Equality, Diversity and Inclusivity Objectives	
Objective 2: Students – Performance and Curriculum	
Action	
2.1	Ensure all performance monitoring is consistently applied across the College Group and reports include students who represent any EDI categories
2.2	Ensure gaps identified in year are swiftly addressed and any gaps identified as part of the annual assessment of performance will feed into the College's Quality Improvement plan
2.3	Ensure detailed analysis takes place to measure progression and destination of completed students incorporates a separate analysis of students within the EDI categories; Gaps in positive progression are addressed and feed into the QIP
2.4	Ensure that opportunities for representative external speakers in curriculum are fully explored and met; Establish monitoring report of external speakers offered across the provision types; Identify any bias unconscious or otherwise and address gaps in representative speakers
2.5	Ensure opportunities for celebration of diversity and inclusivity are maximised as part of tutorials; Re-establish wider College events that celebrate diversity and inclusivity.
2.6	Collaborate with key stakeholders and communities to promote equality, diversity and inclusivity

Equality, Diversity and Inclusivity Objectives

Objective 4: Promotion and Marketing

Action

3.1	Ensure a wide range of approved imagery stock of our staff and students, ensuring a strong balance of pictures to include under-represented groups – BAME, disabilities.
3.2	Ensure all marketing collateral (to include social content) represents the diversity of our audiences/demographic and is inclusive of under-represented groups. Key considerations is imagery and case studies
3.3	Ensure a consistently pro-active - having 'a voice' and celebrating relevant local and national awareness All events to are non-political, educational through content, student and staff voice (sharing of), what themes/when?
3.4	Active promotion of student and staff voice,
3.5	Accessibility online