

## Equality and Diversity Quality Action Plan Updated December 2020

Equalities Objective	Key Actions	Deadline	Expected Outcomes	Team/Lead	Progress
The College will promote and communicate its inclusive vision and values to everyone within the College campuses, our local community and stakeholders. The College will ensure everyone feels valued and respected. We will advance discussions and tolerance	To provide Equalities newsletter incorporating students' actions across College within the Harlow Harrier	Jan-21	To promote and advance inclusion on campus and within communities	SA & Marketing	Carried forward
	To continue annual Prevent and British Values Training	Feb-21	Staff confident of expectations and implement their duties	Safeguarding Team	Carried forward and ongoing
	To commence a positive behavioural campaign via tutorials	Jan-21	To assist students with the attitudes, behaviours and positive communication skills required for employment and adulthood	Abdelmoula and learner mentors	Carried forward and ongoing
	To continue to share good tutorial practice via Tutorial Tea Breaks. The focus of tutorial support to be extended towards adults as well.	Sep-20	To increase the quality of support for our students as evidenced through observations and student satisfaction survey (SSS)	Safeguarding Team	Carried forward and ongoing
	To implement a Special education Needs and Disabilities (SEND) Stakeholder newsletter	01/09/201	To inform our stakeholders and advance awareness of our work	Supported Studies Team	Carried forward and ongoing
	To continue the SEND Parents/Community monthly meeting	Sep-20	To share best practice and provide support for our stakeholders	Supported Studies Team	Carried forward and ongoing
	To continue specialist IAG for SEND and vulnerable students	Sept 2020 onwards	To ensure we minimise and prevent achievement gaps between students with protected characteristics	Di Bruford	Carried forward and ongoing
	To explore with Essex County Council (ECC) funding and piloting of their Trauma Perceptive Practice	Jan-21	To ensure we consciously adjust our communication to support students with different needs	Special Educational Needs and Disabilities (SEND) Team	Carried forward due to delay in training due to Covid
	To share best practice of Systematic training across SEND and delivery staff	Sep-20	To have a broad range of strategies to support our students including us of non-verbal communication	SEND & Supported Studies Teams	Carried forward and ongoing
	Ongoing monitoring of SSS and Student Voice meetings	Ongoing	To ensure students have a democratic voice within the College community	Heads of Academy and Assistant Academy Managers	Carried forward and ongoing
	To implement Prevent employer handbook for work based learning	Nov-20	To support employers in safeguarding their apprentices from radicalisation and provide referral advice	Ken Woollcott, Gary Salisbury & Ann King	Achieved and ongoing

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	To promote the benefits of supported Internships to employers	Sep-20	To provide briefing sessions, employer handbook and presentations for employers. To revamp the Supported Internship section of the College website	Slavery and Employment Coaches	Carried forward and ongoing
	To continue to raise Mental Health awareness across campus, especially in mental health week and via a mental health fair	01/010/2020	To raise awareness of support and specialist access	Safeguarding Team	Carried forward and ongoing
	Health and Social Care students to be involved in raising awareness of mental health	Mar-21	To raise awareness for students	H&S and safeguarding team	Achieved and ongoing
	To implement specialist information, advice and guidance (IAG) and processes to ensure no vulnerable student is withdrawn without approval	Sep-20	To ensure we support our most vulnerable students	Di Bruford	Carried forward and ongoing
	To explore becoming a Stonewall Champion College	Jan-21	Students supported to access appropriate guidance and support	S.Abdelmoula	Carried forward

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The College will enhance the collection, monitoring and analysis of equalities data to inform all its actions and ensure it fosters inclusive practice	Reports to be produced and analysed to identify vulnerable groups such as free school meals, children in care, SEND, safeguarded and students in receipt of counselling	Sep-20	Reports agreed with MIS and regular monitoring/Quality Improvement Plan (QIP) actions planned	MIS to run reports and SEND/Safeguarding teams to monitor	Carried forward and ongoing
	Monitoring of flagging for safeguarded and SEND students to enable intervention strategies	Sep-20	Intervention prioritised by SEND and Safeguarding Teams. Key worker strategy implemented	MIS to run reports and SEND/Safeguarding teams to monitor	Carried forward and ongoing
	Monitoring and flagging of safeguarded young people by the Safeguarding team Sept 2017 & 2018. Supportive interventions to be put in place by safeguarding team	Sep-20	Intervention prioritised by SEND and Safeguarding Team to ensure no achievement gap	MIS to run reports and SEND/Safeguarding teams to monitor	Carried forward and ongoing
	QIP actions to address achievement gaps across College	Sep-20	Improved outcomes for students and assurance that no student is disadvantaged on the basis of any protected characteristic	Delivery managers	Carried forward and ongoing
	To review student data collection for the protected characteristics of faith and sexuality	Dec-20	Consider data use and how this will affect practice and processes	College Executive	New Action
The College will monitor and review attainment of students by protected characteristics to actively reduce any achievement gaps. We will strive to ensure all student achieve their potential and remove any barriers to their participation	To continue to review and evolve the College application process to ensure disclosure process captures essential data, especially around support needs	Sep-20	Improved annual information to monitor performance	MIS and Safeguarding Teams	Carried forward and ongoing
	To review Student disciplinary panel	Dec-20	Improved representation and support for all students to remove any adverse bias	College Executive	New Action

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We will review our campus and sites to ensure our services are accessible	To continue to complete equality impact assessments on policies	ongoing	College policies are inclusive and do not adversely affect any group of students, staff or campus users within any protected characteristic	SAbdelmoula and E&D Steering Group	Carried forward and ongoing
	Identify gender neutral toilets	Jan-21	To ensure our facilities support our students identified gender needs	M Travers	Carried forward
To ensure our curriculum remains inclusive and reflects and meets the needs of our community	To ensure that curriculum Planning days utilise equalities data	Feb-21	To provide an inclusive curriculum which reflects the needs of our community	MIS and management team	Carried forward and ongoing
	Set up an Lesbian, Gay, Bisexual, Transgender and Queer group within College	Jan-21	Students supported to access appropriate guidance and support	S Abdelmoula	Carried forward
To foster and develop an inclusive and diverse workforce - supporting career aspirations and development	To continue the aspiring management course	Jan-21	To assist internal succession planning	HR Team	Carried forward
	Run management training for Head of Academy level with the Institute for Leadership and Management		To enhance skills, capabilities and knowledge. To assist succession planning	HR and quality team	Carried forward and ongoing
	To raise awareness of mental health support	Dec-20	To understand how to manage your own wellbeing and mental health and that of your students. To understand how to sign post someone to professional help	NHS & IAPT	Carried forward and ongoing
	To continue to review our gender pay gap and take appropriate actions as needed. For 2020/21 we will also add ethnic pay gap reporting	Sept 2020 onwards	To monitor and elevate gender pay gaps where possible	HR team	Ongoing
	To review and capture ethnicity on all new staff applications	Sept 2020 onwards	To monitor and promote inclusive recruitment process	HR Team	New Action