

## E&D Quality Objectives Action Plan Updated November 2018

Equalities Objective	Key Actions	Deadline	Expected Outcomes	Team/Lead
<p>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</p>	To provide Equalities newsletter - (celebrate) incorporating students' actions across college	Jan-19	To promote and advance inclusion on campus and within communities	SA & Marketing
	To continue annual Prevent and British Values Training	Feb-19	Staff confident of expectations and implement their duties	Safeguarding Team
	To introduce SEND mandatory college inclusion training	Aug-18	To improve the quality of IAG and support for students and our community	SEND Team
	To continue to share good tutorial practice via Tutorial Tea Breaks	Sep-17	To increase the quality of support for our students as evidenced through observations and SSS	Safeguarding Team
	To implement a SEND Stakeholder newsletter	Sep-18	To inform our stakeholders and advance awareness of our work	Supported Studies Team
	To establish a SEND Parents/ Community monthly meeting	Sep-18	To share best practice and provide support for our stakeholders	Supported Studies Team
	To implement specialist IAG for SEND and vulnerable students	Sept 2017 onwards	To ensure we minimise and prevent achievement gaps between students with protected characteristics	Di Bruford
	To provide ICE (inclusive communication Essex) Train the trainer training	Mar-19	To ensure we consciously adjust our communication to support students with different needs	SEND Team
	To share best practice of Systematic training across SEND support staff	Sep-17	To have a broad range of strategies to support our students including us of non-verbal communication	SEND & Supported Studies Teams
	Ongoing monitoring of SSS and student Voice meetings	Ongoing	To ensure students have a democratic voice within the college community	HoAs and AAMs
To implement Prevent employer handbook for WBL	Nov-18	To support employers in safeguarding their apprentices from radicalisation and provide referral advice	Ken Woolcott & Ann King	

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	To develop a British Values page on college website	Nov-18	To promote the British values, college values and support for students	Safeguarding Team
	To continue to raise Mental Health awareness across campus	May-17	To raise awareness of support and specialist access	Safeguarding Team
	To train and implement Mental Health peer Ambassadors	Mar-18	To raise awareness and peer support for students	Marian Hollingsworth & YCT
	To implement Specialist IAG and processes to ensure no vulnerable student is withdrawn without approval	Sep-17	To ensure we support our most vulnerable students	Di Bruford
	To continue to liaise with New Hackney College and their mental health lead and CAMHs about local college provision	Jun-17	To increase the mental health support for the campus and raise awareness of mental health support	S Abdelmoula

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<p>The college will enhance the collection, monitoring and analysis of equalities data to inform all its actions and ensure it fosters inclusive practice</p>	<p>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</p>	<p>Sep-17</p>	<p>Reports agreed with MIS and regular monitoring/QIP actions planned</p>	<p>MIS to run reports and SEND/Safeguarding teams to monitor</p>
	<p>Commence flagging safeguarded and SEND students and the monitoring of them to enable intervention strategies</p>	<p>Sep-16</p>	<p>Intervention prioritised by SEND and Safeguarding Teams. Key worker strategy implemented</p>	<p>MIS to run reports and SEND/Safeguarding teams to monitor</p>
	<p>Monitoring and flagging of safeguarded YP by the Safeguarding team Sept 2016 &amp; 2018. Supportive interventions to be put in place by safeguarding team</p>	<p>Sep-18</p>	<p>Intervention prioritised by SEND and Safeguarding Team to ensure no achievement gap</p>	<p>MIS to run reports and SEND/Safeguarding teams to monitor</p>
	<p>QIP actions to address achievement gaps across college</p>	<p>Sep-18</p>	<p>Improved outcomes for students and assurance that no student is disadvantaged on the basis of any protected characteristic</p>	<p>MIS to run reports and SEND/Safeguarding teams to monitor</p>
<p>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</p>	<p>Review the college application process to ensure disclosure process captures essential data, especially around support needs</p>	<p>Sep-18</p>	<p>Improved annual information to monitor performance</p>	<p>MIS and Safeguarding Teams</p>

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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
	Identify gender neutral toilets	Jan-19	To ensure our facilities support our students identified gender needs	M Travers
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-19	To provide an inclusive curriculum which reflects the needs of our community	MIS and management team
	Set up an LGBTQ group within college	Jan-19	Students supported to access appropriate guidance and support	S Abdelmoula
	To set up F1 schools project	Sep-19	To encourage females into engineering	Engineering Team
To foster and develop an inclusive and diverse workforce - supporting career aspirations and development	To continue the aspiring management course	Ongoing	To assist internal succession planning	HR Team
	To implement NCS staff Mental Health training ready for summer 2018	May-18	To raise awareness of mental health support and strategies	Chris Scott
	To raise awareness of mental health support	Dec-19	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