

# **EQUALITY, DIVERSITY AND INCLUSION**

## **ACTION Plan 2020-21**

**Related Documents:** Equality, Diversity and Inclusion policy; Prevent Strategy & Risk Assessment

Key Objective	Target group	Action	Deadline	Responsible for Action/ Quality	1 <sup>st</sup> Review	Progress/ amended action	2 <sup>nd</sup> review/	Progress/ amended action
To ensure that no groups of students are disadvantaged in terms of their ability to achieve.	Students	<p>EDI Committee to review whole college annual data for protected characteristics to identify any achievement gaps and if any are identified, to recommend action to be taken to remove these.</p> <p>All College SARS and improvement plans to report on EDI issues and include all actions if required.</p>	<p>Dec 20</p> <p>Sept 20</p>	<p><b>Chair of EDI committee</b></p> <p><b>HODs</b></p>	Nov 20	The report on results concluded no significant achievement gaps between different student groups, according to gender, race, disability.		
Raise awareness of EDI issues amongst students	Students	<p>- A monthly Calendar of EDI Events to be produced and sent out with a ½ termly newsletter reporting on EDI issues, celebrating different cultural events and guest speakers</p> <p>- work with student council reps on training and events to gain student council support for EDI initiatives</p> <p>-Promote cross college celebration of different cultures using termly themes, to be incorporated into the EDI newsletter, Calendar and where appropriate- lessons</p> <p><u>Autumn Term:</u> <b>WELLBENG</b> – Mental health/Kindness  <u>Spring Term:</u> –<b>Respect</b>, happiness, inclusivity  <u>Summer Term:</u> <b>PEACE</b> – honesty, acceptance, tolerance</p> <p>Review links with Tutorial programme and curriculum where possible.</p>	Jan 21	<p><b>Secretary of EDI committee and Marketing Rep on committee</b></p> <p><b>Events organiser and Student council reps</b></p> <p><b>EDI Chair and Secretary</b></p> <p><b>Chair and VP students</b></p>	Feb 2021	<p>Draft plan has been drawn for 2021 to include more diverse festivals and celebrations. To be sent out by 31<sup>st</sup> January.</p> <p>Two Council reps are now invited to attend the EDI Committee meetings.</p> <p>An EDI events committee will be set up by Feb 21</p>		

To develop further consistency in delivery of Equality and Diversity within subject curriculum	Staff	Working with Directors and HODs, develop a common approach to the identification of opportunities to promote diversity in the curriculum. Encourage teachers to look for and share good practice.	January 2021	<b>HODs/Directors/chair</b>	SLT in March 2021			
College Publicity Materials and prospectus to support recruitment of minority groups	Prospective students	All promotional material to be reviewed by the EDI committee before the final publication	Feb 21	<b>Chair of EDI committee</b> <b>Marketing officer</b>  <b>AP admissions and marketing</b>	SLT April 21			
To ensure that staff are fully conversant with Equality and Diversity related issues	Staff	To promote EDI themes in a variety of ways across college  Promote EDI via Newsletter and in staff meetings  Draw attention to the celebration of the many cultures contained in the College via an event group  Provide staff training on Equality and Diversity – annually  Provide staff with tools to deal with handling difficult E&D incidents.	April 21  Nov 20  Feb 21	<b>Events group of EDI committee</b>  <b>Admin officer /Chair of EDI committee</b> <b>Learning centre manager</b>  <b>Chair/members of EDI group</b>  <b>Chair of EDI committee/VP</b>	Full board and SLT in April 2021			

To monitor EDI staff data to identify any gaps or issues of equality of opportunity	Staff	Staff recruitment, promotion, data to be monitored and reviewed by EDI sub committee on a termly basis. Results to be fed into Chairs report to the EDI committee and to SLT	Nov 20	<b>HR Rep and Chair of EDI committee</b>	SLT in Jan	A detailed review of recruitment statistics highlighted that there were no groups of prospective employees who had been disadvantaged in the recruitment process at JCC to date.		
To ensure that all policy and procedure changes are reviewed to analyse the impact on EDI	all	A subgroup of SLT and a member of the EDI committee to meet on a ½ termly basis to review policy or procedural changes to ensure that there are no potential negative impacts on any group.	Feb 21	<b>Chair of EDI Committee/SLT/EDI committee</b>	March 21			
Provide update training for all Governors on EDI issues	Governors	Training for all governors to be provided in Summer term	May 21	<b>Chair of EDI Committee and Clerk of Governors</b>	SLT in June 21			