

Equality and Diversity Action Plan 2021/2022

Key Actions	Responsibility	Timescale	Achieved
EDI Committee Chair to review whole college annual data for protected characteristics to identify any achievement gaps and if any are identified, to recommend to Assistant Principals (Curriculum) that action be taken to remove these.	Rosie Shale	Autumn term	Yes
College SAR and improvement plans to report on EDI issues and include actions if required.	Rosie Shale	Autumn term	Yes
Draw attention to the celebration of the many cultures contained in the College via an event group who will plan a monthly calendar of events.	Olivia Edmonds Minerva Ocolisan Wes Martin Michael Storer Hannah Geoghegan	Autumn term	
Monthly Calendar of EDI Events celebrating different cultural events and guest speakers to be produced.	Olivia Edmonds Minerva Ocolisan Wes Martin Michael Storer Hannah Geoghegan	Monthly	
EDI events to be promoted via student newsletter for 16 – 19 age group. EDI events to be promoted via newsletter for adult students.	Zoe James Olivia Edmonds Anna Richards Minerva Ocolisan	Monthly	
Student council reps appointed for both for 16 – 19 age group and adult students to gain student council support for EDI initiatives.	Hannah Geoghegan	To attend each meeting.	Yes
Committee to liaise with Director of Teacher Development to create whole staff EDI training event.	Tom Williams Rosie Shale	Plan in Spring term. Training in Summer term.	
A subgroup, comprising one member 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.	Rosie Shale Laura Ellis Lailah Rashid Jeannette Oldridge	Half termly	
EDI training for all governors to be provided in Summer term.	Tony Day Sue Anderson Anne Barker Hayley Griffiths Rosie Shale	Plan in Spring term. Training in Summer term.	