



EQUALITY AND DIVERSITY

2011-12 ACTION PLAN

(including race, disability and gender action plans)

OBJECTIVE	ACTION	WHO?	WHEN?	UPDATE
<p>People from all types of background are encouraged to apply to work and study at college</p>	<ul style="list-style-type: none"> <li data-bbox="360 316 1050 384">▪ Monitor job applications with regard to ethnicity, gender and disability <li data-bbox="360 536 1050 604">▪ Yearly reminder of SSFC inclusive approach to the Admission Team <li data-bbox="360 719 1050 788">▪ Set up particular high level needs assessment for students 	<p>Personnel Manager</p> <p>VP/Admissions Manager</p> <p>AP Student Support</p>	<p>Complete August 2012</p> <p>September 2011</p> <p>March 2012</p>	<p>Done</p>

OBJECTIVE	ACTION	WHO?	WHEN?	UPDATE
To have in place arrangements and support to meet the needs of a diverse range of staff	<ul style="list-style-type: none"> ▪ To consider a new pay framework for Support Staff which is based on job evaluation, and allows for progression – and is affordable. 	AP Resources	July 2012	
To have in place arrangements and support to meet the needs of a diverse range of students	<ul style="list-style-type: none"> ▪ Student focus groups to be organised: Sexual Orientation/Socio-Economic • To have a college strategy in place for improving the performance of boys and to narrow the gap with females • To have a college strategy in place for improving the performance of at risk groups of students • To have a college strategy in place to support students who could and would benefit from access to competitive universities. 	Principal/Youth Support Worker VP/CLs and curriculum teams Principal Assistant Principal Student Support	March 2012 February 2012 February 2012 February 2012	
To have in place arrangements to broaden every staff and	<ul style="list-style-type: none"> ▪ To have a staff meeting to focus on our priorities relating to diversity and equality 	Principal Principal/SSL	June 2012	

<p>student's understanding of and importance of diversity</p>	<ul style="list-style-type: none"> ▪ To develop an activity involving students to look at and understand different themes such as sexual orientation, ethnicity and disability – either in enrichment or tutorial. ▪ Involve students in the United Nation Model 	<p>Principal/ Student Council</p>	<p>July 2012 March 2012</p>	
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OBJECTIVE	ACTION	WHO?	WHEN?	UPDATE
<p>To take measures to enable people with disabilities to have equal access to services, courses, equipment and facilities</p>	<ul style="list-style-type: none"> ▪ To address individual needs if they cannot be met due to building constraints. 	<p>Estates Manager</p>	<p>On-going</p>	
<p>The effectiveness of the equal opportunities is monitored and reviewed and the impact assessed as part of the College quality assurance processes</p>	<ul style="list-style-type: none"> ▪ To ensure that an impact assessment has been completed on all new policies ▪ Impact of the diversity and equality action plan is reported in the whole college self assessment report 	<p>Principal and PA to Principal Principal</p>	<p>On-going October 2012</p>	

<p>Gender Action plan</p>	<ul style="list-style-type: none"> ▪ Ensure course promotion is inclusive and avoids reinforcing stereotypes ▪ Provide students' gender data to all SAHs to identify differences and anomalies in success, achievement and retention rates and take action to address these in their QIPs. 	<p>VP</p> <p>AP Information Services</p>	<p>March 2012</p> <p>September 2012</p>	
<p>Disability Action Plan</p>	<ul style="list-style-type: none"> ▪ Ensure that good practice re. admissions of student applicants with disabilities is disseminated to interviewing staff and understood by all. ▪ Encourage schools to provide relevant information on prospective students ▪ Undertake analysis of data regarding the applications, short listing, appointment and progression of staff with disabilities, identify any issues and take appropriate action ▪ Learning materials to be always provided in accessible format, where required. 	<p>Admission Manager</p> <p>Admission Manager/ AP Student support</p> <p>Personnel Manager</p> <p>SAHs</p>	<p>Feb 2012</p> <p>Feb – June 2012</p> <p>Yearly</p> <p>September 2011 onwards</p>	

	<ul style="list-style-type: none"> ▪ Ensure that all marketing publications and events are fit for purpose and accessible by students with disabilities and celebrate the achievements of students with disabilities 	Marketing Officer	In-year	
Race Action Plan	<ul style="list-style-type: none"> ▪ Analyse achievement data by ethnicity ▪ Ensure publicity material and displays within the College reflect the diversity of the student population. 	Principal Marketing Officer	September 2011 In year	