# Heart of Worcestershire College
## Equality and Diversity Objectives and Action Plan 2018/19

**Objective 1: Inspire** best practice and be the best we can be through the celebration, communication and promotion of Equality and Diversity

**Objective 2: Innovate** inclusive practice through work with partners and communities

**Objective 3: Advance** equality of opportunity through transparency, aspirational leadership and teaching and learning

| | Objective | Action Points | Responsibility | Success criteria | Milestone Update January 2019 | Milestone Update May 2019 |
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| **Objective 1: Inspire** | 1. Raise awareness of equality and diversity across the staff and student cohorts | Increase awareness of support for Higher Education students<br><br>Broaden awareness of Assistive Learning Technologies<br><br>Run disability campaign<br><br>Run Dyslexia awareness week | HE Engagement Officer<br><br><br>Academic and Digital Skills Enhancement Manager<br>Support for Success Manager<br>Student Experience & Welfare Manager<br><br>HE Engagement Officer | • Staff will improve their practice with regards to the promotion of Equality and support for students<br>• Observation feedback will show regular commentary and development work on E & D<br>• Increased use of assistive technologies across the HE cohort<br>• Timely implementation of reasonable adjustments | | |
| | 2. Advertise services and support available for all students with disabilities, or support needs | Review and update information on College website | Marketing Manager<br>HE Engagement Officer<br>Support for Success Manager<br>Student Experience & Welfare Manager | • Enhanced accessibility<br>• Timely implementation of student support requirements including reasonable adjustments | | |
| | 3. Better promote E&D to stakeholder groups | Establish communications that ensure all stakeholder groups are informed of the college's Investors in Diversity status and its commitment to the values behind accreditation through promotion on the college website. | Marketing Manager<br>Director Quality, HE & Professional | • Increased stakeholder awareness of E&D<br>• IID logo to be visible and used<br>• Staff and students will maximise each opportunity to promote E & D | | |

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| **Objective 2: Innovate** | 4. Ensure compliance with changes to Public Sector Web Accessibility Regulations | Undertake a review of information about support services, both to support on programme and pre-enrolment and is available on all sections of the website; 16-18, Apprenticeships, Higher Education, Inclusive Learning. | Director Quality, HE & Professional Academic & Digital Skills Enhancement Manager IT Manager Head of SEN Support for Success Manager Marketing Manager | • Compliance with changes to Public Sector Web Accessibility Regulations |
| | 5. Respond and implement as appropriate Government and the college recommendations around the Gender Pay Gap Reporting process. | Review and publish outcomes of gender pay report | HR Manager | • Gender pay gap is reported accurately <br> • Identified actions are implemented and achieved |
| | 6. Strengthen and broaden activities, community marketing events, widening the groups supported by the HE Engagement Officer | Increase engagement in the HE student voice process through soundbites Introduce a new on-line survey for all year HE students to compliment the NSS Increase visibility at College Open Days | HE Engagement Officer | • Increased levels of student feedback <br> • Enhanced HE student voice outcomes <br> • Enhanced NSS scores |
| **Objective 3: Advance** | 7. Ensure policies and training are current and up to date | Review and update Equality policy. Review and update mandatory training. | Director Quality, HE & Professional Student Experience & Welfare Manager | • Compliance with legislative requirements <br> • Increased staff understanding of E&D |
| | 8. Provide training for staff which enhances classroom practice and promotes inclusive learning environments | Deliver training session for staff on how to challenge low level disruptive behaviour Coordinate training for staff and students on mental health Coordinate unconscious bias training for staff | Director Quality, HE & Professional AQPs HR Manager Student Experience & Welfare Manager HR Manager | • Staff have a greater understanding of behaviour management in the classroom and how it relates to their role <br> • Observation reflection will reference good practice <br> • Staff will demonstrate empathetic approaches to mental health issues with students |

| 9. Promotion of best practice and success stories in relation to protected characteristics | Create and publish a range of 'positive message' case studies relating to learner success<br><br>Engage with community and employers to identify and generate opportunities to use positive role models in delivery of teaching and learning | Marketing Manager<br>CRQ Directors | • Case studies are complete and published<br>• Increased use of external speakers/guest lecturers in course delivery |