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**Heart of Worcestershire College**

**Equality, Diversity and Inclusion Objectives and Equality and Diversity Impact Measures**

**Action Plan 2020/21**

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|  | **Objective** | **Action Points** | **Responsibility** | **Milestone Update January 2021** | **Milestone Update May 2022** |
| **Socio-Economic Deprivation and Hardship** | Reducing the negative impact of social-economic deprivation and hardship | Survey learners to determine those in digital poverty that will impact on their education | VP IS SECRQ D |  |  |
| Monitor objectives in Access and Participation plan in relation to EDI | AP HTEDSHE Engagement Officer |  |  |
| Utilise high quality data to understand the drivers of the gender pay gap to target actions. | HR Manager |  |  |
| Support learners in identified social-economic area as identified via Uni Connect programme, to raise aspirations | Student Engagement Manager |  |  |
| **Positive Mental and Physical Health** | Promoting the benefits of positive mental and physical health | Develop staff training schedule to support positive mental health | HR Manager |  |  |
| Develop mental health campaign and promotion to staff | HR Manager |  |  |
| Develop wellbeing events and promotions for staff | HR Manager |  |  |
| Promote How4U benefits | HR Manager |  |  |
| Establish staff wellbeing working group | HR Manager |  |  |
| Promote positive mental health campaign to students | Student Engagement Manager |  |  |
| Further develop Calm Zone enrichment activities via Moodle for students to access  | Student Engagement Manager |  |  |
| Further promote support and self-help resources for positive mental wellbeing for students. | Student Engagement Manager |  |  |
| Develop tailored offer of support for learners with identified vulnerabilities to ensure equality of opportunity and achievement.(CE,LI,YP,YC,CC,EHCP,UniConnect) | Student Engagement ManagerHead of High NeedsS4S Lead |  |  |
| **Legislation** | Ensure College is compliant with EDI and accessibility Regulations | Review and update Equality, Diversity & Inclusion policy.Review and update mandatory training. | Student Engagement Manager |  |  |
| Ensure website or mobile apps are more accessible by making it ‘perceivable, operable, understandable and robust’ | VP IS & SEAcademic & Digital Skills Enhancement ManagerHead of Marketing and SalesIT Manager |  |  |
| **EDIMs** | Raise aspirations and outcomes for care experienced learners aged 16-24* LAC
* Care Leavers
 | Complete Care Leavers CovenantOffered 1:1 tailored support for all Care Experienced learners. | Student Engagement ManagerHE Student Support OfficerHR ManagerCRQ Directors |  |  |
| Raise aspirations and outcomes for Independent Living Learners 16-18 | Continue to offer 1:1 wellbeing support for Independent Living learners aged 16-18.Promote service available to all learners. | Student Engagement Manager |  |  |
| Raise aspirations and outcomes for young carers 16-25 | Participate in Driving Change project to achieve Quality Standard in Carer Support | Student Engagement Manager |  |  |
| Socio-Economic deprivationReceiving Free College Meals (FCM) | Monitor retention and achievement | Admissions and Advice Centre Manager |  |  |

Glossary of terms College Achievement Rates

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| EDI | Equality, Diversity and Inclusion |  | College Overall |  |
| CE | Care Experienced (16-24) |  | Pics 19+ |  |
| LI  | Living Independently (16-18) |  | 16-18 |  |
| YP | Young Parent (16-20) |  | 19+ |  |
| YC | Young Carer (16-25) |  |  |  |
| CC | Criminal Conviction |  |  |  |
| EHCP | Education Health and Care Plan |  |  |  |
| CIPP | Chartered Institute of Payroll Professionals |  |  |  |
| FCM | Free College Meals |  |  |  |