

# Easton&OtleyCollege

Equality and Diversity are key priorities for Easton and Otley College and therefore a great deal of thought and consideration has been placed upon the following Equality Objectives.

The areas we have selected will advance the College's equality agenda and will meet the needs of students and staff.

## **Equality objective one**

Increased monitoring of student and staff personal characteristics.

### **How?**

Students:

The College has revised the student data monitoring form. The purpose of the revisions is to capture increased data on individual's personal characteristics.

Staff:

A self-service facility has been rolled out to all staff so they are able to update their own personal characteristics. Ownership in confidence of this information is very important and has increased levels of reporting information.

### **Why?**

Collating further data will enable the College to understand the diversity of the student and staff population. We will be able to identify any gaps; seek to ensure needs are better understood; endeavour to close any gaps and meet any needs.

### **What have we done so far?**

Our current monitoring information is published annually in our Equality and Diversity report. We have also been promoting the need to gather more personal details with reference to the Stonewall publication "What is it to do with you?"

### **What are our targets?**

Over a period of four years we aim to further increase the confidence amongst both students and staff to declare their personal characteristics. We will capture and report upon the data on a regular basis at our Equality and Diversity committee meetings. For staff we aim to see the level of disclosures grow year on year, aiming for up to 40% of staff declaring their religious beliefs and sexual orientation by 2016.

## **Equality objective two**

Close any identifiable achievement gaps in student performance.

Student achievement data will be included in each annual Equality and Diversity report.

### **How?**

We will focus in on identifying all additional learning support that is required at the interview stage so that as students start with the College the necessary resources required are in place. All identified students will be reviewed through the Induction period to assure appropriateness of support. The College will encourage current students who may be progressing or returning in Year 2 to review their needs in order for the College to ensure individual support plans can be developed and necessary adjustments made and resources provided.

Staff will undertake relevant Continuing Professional Development to enable them to meet the needs of each individual student.

Mentoring will remain a key priority in support of both individuals and groups as the success rates of groups that have employed mentors has shown very positive outcomes.

Performances on groups – between same course groups and same level groups – will be evaluated to identify if there is similarity of performance and where this may not be the case.

### **Why?**

Easton and Otley College believes every group of students should be supported to fulfil their full potential. By identifying and addressing the aforementioned achievement gap we believe we will be able to advance our equality agenda and meet the needs of this valuable group of students.

All students have the opportunity to achieve to their maximum level and support provided can be part of that building confidence and academic improvement to succeed to their highest ability

### **What are our targets?**

To ensure all student are able to fulfil their potential and the attainment gaps are below 5% by 2018.

### **Equality objective three**

Understand the student academic experience for equality groups in order to enhance this experience where appropriate and possible. Focusing on application, to offer, acceptance, progression, achievement and employability.

#### **How?**

Through seeking feedback at every opportunity and acting in accordance with the messages received: student surveys; student voice; student conferences and the very important role of the Student Ambassadors.

#### **Why?**

To understand the experience of all our students is a powerful tool to improve the future experience for all. Meeting the needs is the final step after realising them. The College will never shy away from understanding the needs of all students.

#### **What are our targets?**

To ensure we respond to students in a timely manner and wherever possible make changes that support needs so all students are welcome and thrive and have an outstanding experience.