

Equality Objectives 2021 – 2022: Following a review of the previous year’s results and other matters that have arisen in the course of the year, the following Equality Objectives were set for 2021 – 2022, available on our website. SMT will review these throughout the coming year and we will report on whether we have achieved these in Autumn 2022.

What we need to do:	How will we know if we have achieved this?	
1. Update Equality, Diversity and Inclusion Policy to include a specific section on how we can support Trans students ACHIEVED	Policy updated and published on our website	December 21
2. Continue to raise awareness of EDI & FBV issues in lessons. PARTIALLY ACHIEVED <i>Equal opportunities are taken seriously at the College rose slightly from 20-21</i>	Improve the average percentage of students who agree that Equality and Diversity (REGARDS) and Fundamental British Values are raised in lessons when the opportunity arises	Sept 22
3. Neuro-diversity training for Staff Development ACHIEVED: Colin Foley, ADHD Foundation delivered training for all teaching, learning support and pastoral staff. Summer 22	Staff Development activity on ADHD and/or ASD attended by most teaching and support staff	June 22
4. Review LGBTQ+ support ACHIEVED: All Personal Tutors are trained (August 22) and are named person in the college to provide LGBTQ+ support, as per KCSIE 22.	Well-Being Team have established additional LGBTQ+ support forum	June 22
5. Monitor Gender Pay Gap and review relevant policies (e.g. flexible working, staff development) ACHIEVED: Report to SMT and Governors indicates that gender pay gap is not significant between teaching staff; gaps in support staff to be monitored	Discussed at SMT and response as appropriate	July 22
6. Establish forum to address low HE destinations data for students from low incomes ACHIEVED: Careers Advisor (Widening Participation) appointed with expertise in this area; programme of support in place and targeted to students.	A forum is established and action points established	July 22

Equality Objectives 2022 – 2023: Following a review of the previous year’s results and other matters that have arisen in the course of the year, the following Equality Objectives

were set for 2022 – 2023, available on our website. SMT will review these throughout the coming year and we will report on whether we have achieved these in Autumn 2023.

What we need to do:	How will we know if we have achieved this?	
1. Establish Mental Health and Well-Being Forum and Update Strategy	Forum established and Strategy updated	December 22
2. Embed ADHD Mentor support in College	Mentor’s student case load is in place	On-going; reviewed Dec 22
3. Continue to raise awareness of EDI and FBV in college.	SPOC Results	Spring 23
4. Monitor the academic progress of High Needs Learners	Academic Progress Manager manager’s records	On-going; reviewed at SMT & Aug 23
5. Review physical site for accessibility		Spring 23
6. Improve student awareness of Prevent	SPOC Results	Spring 23