Objective 1	Planning, monitoring and evaluation. To ensure that we collect all relevant equality information so that it can be used to best support all students		
Public Sector Equality Duty	Advance equality of opportunity. Eliminate Discrimination		
Current Picture	We currently collect limited 'personal' information on students and although we have in recent years added categories such as LAC and Young Carer's we do not as yet collect information on sensitive areas such as religion, sexual orientation and also whether English is the main language spoken at home. Health issues are currently captured but we need more specific information on mental health issues.	Intended Outcome	To be able to monitor and review the participation and performance of students and staff according to all protected characteristics in order to take the necessary steps to address any significant discrepancies. To ensure that the College's procedures for pre-enrolment, enrolment and induction are fully accessible to all students. To record equality information disclosed about a student's needs at the earliest opportunity on the College's MIS system and to consider the implications of this information for the student's experience at the College. To provide comprehensive support to, and make specialist information, advice and guidance available to, all applicant students and new students to enable them to access College courses, services and facilities wherever possible. To use information to ensure representation from all protected groups in learner voice activities/focus groups.

		To fully inform group dynamics data to ensure TLA and support services are geared more appropriately to support these students.

Targets	Lead person	Progress	RAG
a) Update the current student application form for September 2017 in order to capture all relevant data	KL/CD		
b) Ensure all equality data collected is disseminated onto group dynamics reports at earliest opportunity in September of each academic year and that appropriate support networks are available in college.	MIS/CD		
c) Collection of data on religion for 2016/17 via student application form	KL/CD		
d) Collection of data on sexual orientation to be reviewed for 2017/18	KL/CD		
e) Ensure tutors have sight of all data contained on a student's application form.	MIS/CD		

Objective 2	Planning, monitoring and evaluation. To ensure that we collect all relevant equality information so that it can be used to best support all members of staff and to change the staff profile so that it reflects the composition of the local community and the student body more closely.			
Public Sector Equality Duty	Advance equality of opportunity. Eliminate Discrimination			
Current Picture	Staff data – a lot of relevant data is captured for new applicants but we need to update records on existing staff.	Intended Outcome	To ensure the college's recruitment policies and procedures are adhered to. To record equality information disclosed about a staff member's needs, at the earliest opportunity, on the College's HR system and to consider the implications of this information for the member of staff. To provide comprehensive support to, and make specialist information, advice and guidance available to, all staff members to enable them to access College services and facilities wherever possible. To use information to ensure representation from all protected groups at EDI/Cross College meetings.	

Targets	Responsibility	Progress	RAG
a) Update and review current information on staff, in particular disability.	RP		
b) An audit to be undertaken of all non-appointment decisions of applicants, in particular those linked to the protected characteristics.	RP		
c) Review of staff by grades/levels by the protected characteristics.	RP		
d) Staff application form to reviewed and updated.	RP		
e) Take steps to improve recruitment to ensure a more representative staff body linked to the protected characteristics.	RP		

Objective 3	Closing the Gaps in student performance basis on protected characteristics.			
Public Sector Equality Duty	Advance equality of opportunity.			
Current Picture	Over the past 2 years we have implemented a range of initiatives designed to close the gaps between varying groups of students.

 Ethnicity – the focus has been on reducing the gaps between white British and other groups-in particular focus was on black/ black Caribbean and last year students of Pakistani heritage. Initiatives undertaken over the past 2 years have included dedicated consultancy work as well as targeted desk top monitoring. Gender and Ethnicity – Shape Up and Core Expectations

LAC – a new post of Welfare Officer was created with specific responsibility for looking after the needs of LAC, Young Carer's and students in receipt of bursary LLDD + students with health issues were also prioritised through the appointment of a Wellbeing Coach and Senior Tutor (Health, Welfare and Safeguarding) Review of cross college by EDI – see point 6 of report. | Intended Outcome | Continued monitoring of college success rate and value-added progress measure. Any gaps between success rates and value added for specific groups and college averages to be reducing. Performance of specific groups at Bilborough college match or exceed national averages for those groups. | |

Targets	Responsibility	Progress	RAG
a) To continue to produce reports to monitor student success rates/value added by protected characteristics on a regular basis (including in-year progress).	DIR		

b) To review student performance by protected characteristics	SLT		
c) Undertake desk top monitoring of individual students at risk and instigate intervention where necessary.	SLT		

Objective 4	To promote and raise EDI awareness in the classroom and across the whole college community.			
Public Sector Equality Duty	Eliminate discrimination, harassment and victimisation. Foster good relations. Advance equality of opportunity.			
Current Picture	*Teaching & Learning* EDI embedded in Schemes of Work Lesson observation proforma requires a comment and evaluation of the promotion of EDI *Tutorial* Tutorial activities focus on general and specific issues relating to equality and diversity *College Community* The Student Executive is involved in promoting awareness of protected characteristics and EDI. Bilborough Extra Diverse study body *Staff Development* Please see item 5 of the main report.	Intended Outcome	To provide staff development and resources to raise staff awareness of issues relating to equality through CPD, as part of the Staff Development programme To support the development of the skills and potential of all staff through staff development and promote opportunities To build mutual respect and understanding between different groups, faiths and cultures. To equip students with the skills and knowledge needed for life in a multicultural and global society by embedding a strong global dimension within the curriculum including providing opportunities for students to learn foreign languages and to engage in intercultural activities	

Targets	Responsibility	Progress	RAG
a) CPD time and resources will be dedicated to sharing good practice & developing strategies for integrating EDI in curriculum delivery	DAS/HR		
b) External training will be provided for staff on specific issues highlighted as problem areas reflected in student outcomes for 2016	DAS		

c) Staff Training will provide focus on topical concerns and the wider implications for EDI, Prevent and British Values.	DAS/ KL		
d) Ensure the tutorial programme deals with a wide range of EDI issues throughout 2016/17	KL/ STs		
e) Heighten the role played by the Student Executive and the Bilborough Extra programme in raising awareness of equality and diversity issues.	DH/MN		

Objective 5	Consultation with stakeholders on key areas of college activity by protected characteristics. Processes for staff and student consultation, feedback and evaluation to be reviewed and strengthened		
Public Sector Equality Duty	Foster good relations. Advance equality of opportunity. Eliminate discrimination, harassment and victimisation.		
Current Picture	Learner voice activities, SPQs and Focus groups are undertaken at regular intervals and 'you said, we did' feedback is given out via tutor group reps and the student exec. Work undertaken by external consultant regarding specific ethnic heritage group. Results indicated that issues/concerns for this cohort were very similar to the main student body. Therefore the college will target specific concerns for the whole student cohort.	Intended Outcome	To ensure that all minority groups are represented in college consultation process and that their views are attended to.

Targets	Responsibility	Progress	RAG
a) Consultation with students in quality process will routinely include reference to EDI issues	DAS/KL		
b) Focus groups for students to evaluate EDI in college to be established	KL		
c) Hold targeted focus groups of learners and staff with protected characteristics to help inform college policies and procedure eg students with health issues to review Fitness to Study policy	KL/MEH		
d) Continue to ensure all protected characteristics are represented at the college's EDI meetings. Ensure college policies are reviewed by the EDI group.	KL/CJB/RP		
e) Ensure there is a representative from the EDI group on all cross college meetings.	KL/ SLT		
f) Continue to act/intervene following desk top monitoring.			