

Ashton Sixth Form College

Equality and Diversity Objectives 2019-2023

E&D action point	Objective	Strategy	Updates (<i>dated if relevant</i>)
1	To continue to foster good relations through an increased celebration of diversity in teaching and learning and across college.	<ol style="list-style-type: none"> 1. Use the EDI network calendars and attend college calendar consultation. 2. Use social media platforms and the college 'screens' to celebrate a higher profile of national and internationally recognised occasions. 3. Make sure displays are updated and transfer responsibility to students for a 'student run' board display on diversity etc. 4. To review the college SAR for EDI opportunities for improvement and for the E&D coordinator to work with departments requiring additional guidance based out outcomes. 5. Consult the staff EDI group and start an EDI 'open forum' to suggest ideas and training opportunities. 	<ul style="list-style-type: none"> • (2018-19) Screens used to promote the following occasions at selected calendar points: Ramadan, International Women's Day (#balanceforbetter), Black History Month (Virtual museum and twitter campaign), LGBT+ History Month, Holocaust Memorial Day, Bi Visibility Day and more. • (April 19) Collaborative Calendar launched and student/staff contributions encouraged. • 6 (was 2 in 2018 but this expanded to 6 in 2019) well maintained poster displays for E&D around college and 1 maintained by Prism. • EDI group for staff each term and drop in forums (launched in 2019) each half term. • (Nov 2019) Staff EDI group discussed the E&D report and college priorities relating to E&D. • (Dec 2019) Toilet Twinning launched and information circulated to tutor groups

			<ul style="list-style-type: none"> • (2020) Social media used extensively throughout the 2020 spring/summer terms to raise E&D awareness among staff and students and show commitment and support for the BLM movement. • (2020) wide resources shared among staff/consortium groups during summer 2020 relating to the BLM movement and advice provided for departments wishing to do specific work in their subject areas. • (2020/2021) Calendar points included but are not limited to Passover, Ramadan, Holi, LGBT History Month, Women’s History Month, Black History Month, Deaf Awareness Week and Mental Health Awareness Week. • (2021) The E&D staff group is relocated to Teams with the E&D calendar shared via Channels with space to share/collaborate with resources more efficiently and create a record of activities. • (2021) E&D calendar points are now displayed around college each month on the TV screens alongside the large social media coverage • (2021) College will be signing up to the ‘Halo Collective’ schools
--	--	--	---

			<p>agreement to commit a stance against hair discrimination</p>
<p>2</p>	<p>To develop a wider understanding of EDI opportunities from EDI training events and consortium groups.</p>	<ol style="list-style-type: none"> 1. E&D coordinator to attend all NW EDI events and feedback to staff and suitable opportunities. 2. E&D coordinator to attend EDI consortium groups to discuss challenges and opportunities facing EDI issues in college. 	<ul style="list-style-type: none"> • EDI NW Network meetings for 2019 were all attended and topics included focus on: BHM, Mental Health First Aid, Mental Wellbeing, Racism at Work • (March 19) Proud Trust LGBT awareness and training event aimed at schools and supporting young people. • (Nov 19) Consortium Meeting attended with a focus on data knowledge and priorities surrounding High Needs students. • (2020) NWEDI event which focussed on sharing good practice and included time spent on unconscious bias training. • (2020) The college E&D coordinator chaired a meeting of the consortium E&D leaders to share good practice and support progress with E&D initiatives in colleges • (2020/21) Online E&D training sessions with Equality and Diversity UK (NWEDI network) themed on Black History Month and LGBT History Month attended by the E&D coordinator to discuss new ideas, human library opportunities and how intersectionalities may impact students.

			<ul style="list-style-type: none"> • (2021) Unconscious Bias training delivered to staff involved in the 2021 TAG process. This involved online training with an accredited provider and follow-up with curriculum teams. The training is scheduled to conclude with a series of commitments from staff/teams.
3	<p>Develop the annual E&D report which provides details on outcomes relating to gender, ethnicity, disadvantaged/advantaged and cross college facilities. Measures used will examine pass rates, high grades, retention and value added.</p>	<ol style="list-style-type: none"> 1. E&D coordinator to compile the report ready for SLT in October 2. E&D coordinator to present the report to governors in November 3. Relevant college services and staff to work with departments where identified performance gaps are highlighted as a trend. Progress monitored by E&D coordinator. 4. Extend the report moving forward to investigate specific study program groups of students to understand more about the 16-18 student body diversity opportunities. 	<ul style="list-style-type: none"> • (2018) Report delivered on time and approved by SLT and Governors. Please see the report for further information on priorities based on outcomes. • (Jan 2019) New Equality Scheme and Objectives produced and presented to SLT and governors. • (2019) Report delivered on time and approved by SLT, board members and governors. Please see the report for further information on priorities based on outcomes. • E&D analysis expanded for the 2019 report and more data points are now reported on (e.g. pupil premium has expanded in analysis) • (2020) E&D report completed, delivered and approved by SLT and LGB. CAG outcome data changed the report format and this year the report included detailed information regarding the robust internal procedures carried out to

			<p>assess the CAGs with regards to various characteristics.</p> <ul style="list-style-type: none"> • (2020) Expansion of the human resources section of the E&D report.
4	<p>To continue to advance equality of opportunity for all groups of learners at the College to ensure that all groups of learners feel included regardless their potential protected characteristics.</p>	<ol style="list-style-type: none"> 1. Examine feedback from the T&L surveys and student surveys to assess or identify any aspects of college life which are celebrating diversity to a particularly high standard. 2. Use focus groups and the student surveys to identify areas of college life which could use more support in EDI celebrations or opportunities. 3. Ensure that reporting EDI issues by both students and staff is in an easy and accessible format. 4. Continue to consider our curriculum offer and how it is adapted to best meet the needs of all our learners. 5. Continue to actively recruit and encourage BAME staff members to apply to work at the college to ensure the college staff body reflects the local community. 6. Ensure that in department CIPs there are suitable opportunities and occasions to celebrate diversity and promote British Values in all departments. 	<ul style="list-style-type: none"> • (2018) Instagram re-launched and twitter presence updated • (April 19) Collaborative E&D calendar launched and contributions from both staff and students encouraged. • (2019) Disability Confident status achieved by the college – demonstrating commitment to support staff and student who have disabilities. • (2019) Stonewall School Champion status achieved by the college – demonstrating our support to staff and students who are LGBT+ in the fight against LGBTQ-phobic bullying (student conduct policy enhanced) • (2019) Changes made to the college application form for staff with regards to gender and sexuality. • (2019) LRC have covered a wide range of EDI points with reading lists and support – please see twitter and the 2019 E&D report for further insight. • (2019) LGBTQ+ group ‘Prism’ launched and are in regular

			<p>consultation with the E&D coordinator</p> <ul style="list-style-type: none"> • (2019) extensive BHM and IWD coverage by the history department including external speakers. • (2020) updated college E&D calendar with staff/student collaborated dates has been distributed. • (2020) EDI staff group with a focus on 'belonging' at college. • (2020) 2 senior tutor managers took part in a Transgender Awareness course. • (2020) Our LGBTQIA group PRISM continued meetings into 2020 and maintained their social media presence until the end of the academic year. • (2020) British Values and Equality session delivered to PGCE students. • (2020) The college has renewed its commitment to Stonewall School Champion Status • (2020) Resources to raise awareness of Black History Month were adapted to suit a more remote way of teaching. • (2020/21) The library team continue to deliver a high standard of provision with regards to E&D and have worked hard to adapt their provision considering social distancing guidelines.
--	--	--	---

5	Continue to enhance the college's support framework surrounding the mental ill health of both students and staff.	<ol style="list-style-type: none"> 1. Key staff to attend mental health first aid courses. 2. IL team to run exam anxiety workshops 3. IL team to continue to develop strategies alongside departments to support students with mental health concerns. 4. Support organised days of awareness surrounding mental health. 5. Effective use of social media and app technologies to encourage healthy minds of all students and staff. 	<ul style="list-style-type: none"> • (2019) MHFA training attended by staff and record of those in college trained has been established. • (2019) IL mindfulness sessions maintained and well attended • (2019) The college has subscribed to the 'Health Assured Employee Assistance Programme' and provide staff with access to a 24 hour confidential helpline • (2020) College has made a commitment to 'a time for change' • (2020) MHFA staff records updated and record shared to SLT. • (2021) Time to Talk day Virtual Festival information shared with staff and students
---	---	--	---