

Equality, Diversity & Inclusion Strategic Plan 2018-19

Overview

Equality and diversity are relevant to all elements of the College's vision, mission, values and behaviors (Appendix 1). In this self-assessment period the College's approach to raising awareness of and embedding equality and diversity has been driven by the Equality and Diversity Manager, with support from the Principal, Assistant Principal – Additional Learning Support and Progression, and the Diversity Champions.

The College's Diversity Group (consisting of both the Staff and Student Diversity Teams) has played a significant role in developing the approach to embedding equality and diversity and implementing agreed action plans. In this assessment period we were proud to have been recognised nationally for our award winning dedication to the promotion of Equality, Diversity and Inclusion (EDI). We also delivered a range of external partner consultancy training 'Sharing Excellence' events, receiving exemplary feedback from delegates.

In 2017-18 the team hosted a range of awareness raising Equality and Diversity themed events. Highlights of the year included: a 'Power for Good' anti-bullying week event, a 'Celebrating Cultural Diversity' competition, a 'Love has No Labels' (LGBTQ+) event, a 'This Girl Can - #Be Bold for Change' event for International Women's Day and a 'Hidden Disabilities' awareness raising event. We supported a diverse range of charitable organisation via our event fundraising: including 'Music and the Deaf' and the local LGBTQ+ Support Group 'Yorkshire Mixtures'. The Diversity Group were also incredibly proud to have nominated and fundraised for the 'Forget Me Not Children's Hospice' as Huddersfield New College's 'Charity of the Year, resulting in sponsorship of a dedicated glass block in the hospice's 'Wall of Celebration'.

We received high praise from the National Centre for Diversity, in January 2018, at the prestigious Grand Awards Ceremony. Huddersfield New College achieved two national awards in recognition of our outstanding contribution and pioneering commitment to the promotion of Equality, Diversity and Inclusion:

UK Organisation of the Year: **Huddersfield New College**
UK College Principal of the Year: **Angela Williams**

Our Vision for Equality, Diversity and Inclusion

Our equality and diversity vision is for a College in which the diversity of staff, students, governors and visitors is valued, everyone has opportunities to develop and fulfil their potential, and respect for others is paramount.

Our equality and diversity vision links to the College's vision, mission, values and behaviours, where staff and students actively demonstrate that they are: respectful, passionate, ambitious, supportive, encouraging and inspiring.

Harnessing our diversity will help us to create and maintain a positive and productive environment in which to work or study, and in which everyone feels valued, talents are fully utilised and individuals are able to develop their potential and achieve their personal, professional and educational goals.

Strategic Aims for 2018-19

1) Diversity Events Programme

To provide a rich and eclectic events programme, promoting awareness of themes related to Protected Characteristics and wider social mobility, respect and inclusion. The format reflects core national and local events relating to EDI that are communicated via the College's Marketing Department (specifically the dedicated Staff Diversity Champion within the Schools Liaison and Marketing team).

To compliment this approach, a bespoke package of two themed 'Diversity Weeks' delivered by the College's Diversity Steering Group (consisting of Staff and Student Diversity Champions) will be delivered during Term1 and Term 3.

- Diversity Week 1 (October 2018): Celebrating Cultural
- Diversity Week 2 (April 2019): LGBT+ Awareness and the Promotion of Youth Mental Wellbeing

2) Developing PDBW

Provide a nurturing environment for Student Diversity Champions and in doing so create opportunities for wider and transferrable PDBW skills for later education, training and employment. Such skills include events management, fundraising, marketing, journalism and the opportunity to participate in external partnership projects (such as Kirklees Council, the Brunswick Centre, Huddersfield Town Association Football Club and with our Charity of the Year: 'Young Minds').

3) Leaders in Diversity accreditation

Prepare for 'Leaders in Diversity' reassessment October 2018 - January 2019 (National Centre for Diversity), provide refresher staff training for EDI, send out LID Surveys, prepare the Action Plan (in liaison with NCfD), and prepare for assessor visits.

4) Broaden the College's provision for staff and students identifying as LGBT+.

This will include promoting HNC as a Stonewall Diversity Champion and achieving the Bronze Award, membership of Kirklees LGBT Inter Agency Forum, shaping future strategy for the region and establishing a partnership with the University of Huddersfield's LGBT forum and inaugural 'Hudd Pride 2019' planning.

5) Gender Reassignment - 'Strategy for staff/students identifying as transgender'.

- Staff Induction training (August 2018)
- EM to attend external Stonewall 'Open Allies' training (October 2018)
- Examinations Department – Delivery of invigilator training (November 2018)
- Creation of an information resource for students including access to:
 - Key fobs for gender-neutral toilets to be allocated to students identifying as Transgender. (Equipment hire form, Estates Team, Safeguarding Director)
 - CEDAR preferred pronoun updates
 - ID Card photographs replacement (fee waived)
 - Signposting to the College's LGBT Group (Student Welfare Officer)

6) Develop a partnership with Kick it Out to promote EDI within sport in order to prevent discrimination.

- Liaise with HoD Sport to discuss a permanent display dedicated to KIO.
- Recruit two Student Diversity Champions to act as KIO Ambassadors within HNC's Sports Department and Academies

Equality & Diversity Manager- Roles and Responsibilities

Leading a team of 11 Staff Diversity Champions and 20+ Student Diversity Champions the College's Equality and Diversity manager coordinates individual staff projects and areas of interest amongst students which promote HNC's Values. Opportunities to promote the values of being supportive, inclusive and respectful across campus in order to nurture a positive learning environment focussing on excellence and being ambitious about achievement are paramount.

The Equality and Diversity Manager works in partnership with other Cross-College Managers (Enrichment & Engagement, Student Welfare Officer, Health and wellbeing, Academic Welfare & Tutorial, Schools Liaison and Marketing and Estates) to ensure a coordinated approach regarding the promotion of the College's 'Diversity Events Calendar'.

They continue to establish innovative professional partnerships with both internal and external stakeholders to share Huddersfield New College's philosophy as a Leader in Diversity and ensure that our reputation as a pioneering organisation in the field of Equality, Diversity and Inclusion is further enhanced.

Huddersfield New College - Diversity Steering Group

The College's Equality and Diversity Manager coordinates the Equality & Diversity Steering Group which comprises both the Staff and Student Diversity Champions teams.

Staff Diversity Champions are existing members of staff who are recruited on a permanent basis via a formal application and interview process. The role of Staff Diversity Champion attracts a bursary of £300 per annum. On an annual basis, all members of the team deliver a personal project in addition to contributing to the two 'Diversity Weeks' hosted at the College. The theme for each Diversity Week is agreed via a consultation process between Staff and Student teams, interspersed with key dates within national notable dates celebrating diversity such as: Black History Month (Oct 2018), 'Anti-Bullying Week' Nov 2018, Rainbow Laces Week LGBT (NOV 2018), LGBT History Month (Feb 2019), International Women's Day (March 2019).

The Student Diversity Team comprises current students from Year 12 and 13 who apply for a position within the team during the first half-term of the academic year in September 2018, launched via the Tutorial programme. Student Diversity Champions are short-listed and once members of the team, attend fortnightly meetings to plan future events and attend focus groups to inform strategic decisions for the forthcoming academic year. During each academic year, the Student Diversity Team contribute to the production of an awareness raising video promoting the team and the events they organise.

Appendix 1

Huddersfield New College's Vision, Mission and Values

Our Vision is 'to remain an outstanding Sixth Form College, providing a high quality sixth form education for all our students, enabling them to fully realise their potential, develop as responsible young adults, and progress successfully, and with confidence, to further learning and their future careers.'

Our Mission is 'to provide a high quality sixth form education, in a friendly, supportive and diverse learning environment.'

Our Values - **ASPIRE**

- Ambitious:** for our students to realise their full potential
- Supportive:** of our students personal growth and development into rounded, resilient young adults, ready for whatever their future holds
- Passionate:** about making a positive difference for our students through education
- Inspiring:** our students with a love of learning, to help them succeed
- Respectful:** of our students individual strengths, gifts and differences
- Encouraging:** our students to be the best that they can be