

**VALLEY COLLEGE EQUALITY OBJECTIVES**

The Equality Act is often described as having three specific ‘aims’.

These are:

**Equality of opportunity**

Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

**Elimination of unlawful discrimination**

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.

**Fostering good relations**

Foster good relations between people who share a protected characteristic and people who do not share it.

**The objectives and targets Valley College has currently agreed to work on with the Board of Directors are:**

**Staff objective**

- Provide training for all staff and directors on equality and diversity to inform decision making and support staff to own, understand and enact their duties.

**Target impact (by 2022)**

<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
Provide training for all college staff and directors on equality and diversity	Provide specific INSET (or twilight) to staff on equality training. Use opportunities as they arise during INSET to provide training on equality and diversity.	Head of College and College Business Lead to lead.  All college staff and directors	Training on equality policy and duty Summer Term 2021	Time for meetings. Single Equality Policy	All college staff and governors aware of legislation and responsibilities of all stakeholders.

**Learner objective**

- Provide equality and unconscious bias training for learners to raise their awareness of equality, diversity and inclusion.

**Target impact (ongoing)**

- Equality and diversity awareness is embedded within the PACE curriculum on an annual basis to reflect the current issues prevalent at that time

<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
Promote understanding and respect for differences.	Identify opportunities in the PACE curriculum to look at the role of men and women in the workplace, to explore the ethnic	Head of College SMT Lecturers and PACE Support staff Directors Learners Advocates	Ongoing	Cost of resources necessary	Greater understanding and respect for differences. The college ethos and PACE curriculum promotes

	and cultural diversity within our local communities, and to explore stereotypes and respectful language to explore diversity.				respect for the differences of the college and local community. Learners are empowered through education to address issues that may arise in adulthood which are covered in the college environment.
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### Learner objective

- Ensure our learners feel that the college is a welcoming and inclusive environment.

### **Target impact (by 2023)**

- To demonstrate learners feel that college is a welcoming and inclusive environment where they are supported and valued

<b>Aim</b>	<b>Action to be taken</b>	<b>Personnel</b>	<b>Timescale</b>	<b>Resources</b>	<b>Impact</b>
To demonstrate learners feel supported and valued within the college environment	Annual survey of learners and advocates. Weekly contact with learner/advocate by the lecturer and a written record maintained. Learner voice meetings half termly. Inclusion/discussion of key events with learners within college eg Holocaust Memorial Day, Black Lives Matter, LGBT History Month	Head of College  SMT  Directors  Lecturers  PACE Support staff  Learners  Advocates	By 2023	Cost of any relevant resources necessary	Learners feel valued and supported as young adults.  College is able to develop equality and inclusiveness within the PACE curriculum to better support young people in preparing to access the community as young adults.

### **Our Equality Scheme**

How do you measure the true value that diversity brings? At Valley College, we will do this through our Equality Scheme, which recognises the good work that we are already doing, while setting new challenges and goals for the future.

The Equality Scheme will help us to drive positive change through clear equality objectives and targets, which challenge the college to use its resources to deliver sustainable, successful outcomes.

The college's current Equality Scheme covers 2020 – 2023, but every year, the college will review and documents its progress through an Annual Equality Report. This will help the college to update the objectives and targets and respond to new challenges and priorities. As a result, the actions that the college intends to take over the next three years to realise its objectives will evolve over the lifetime of the Equality Scheme.

#### Annual monitoring data

By law, the college is required to publish an annual update on the work it has undertaken to meet its equality objectives, and as outlined earlier, this takes the form of an Annual Equality Report. The report includes all of the equality monitoring data linked to the scheme.