

ANNUAL PROGRESS REPORT ON THE VALLEY COLLEGE EQUALITY STRATEGY 2020-2023

The Valley College Equality Strategy and objectives provide an insight into our ongoing commitment to equality and inclusion and diversity. It sets out in one place our equality objectives and the arrangements in place for embedding an ethos of inclusion in everything that we do and with all stakeholders.

The Valley College Equality Strategy and supporting actions are 'living' documents. Therefore, the strategy and action plan will be reviewed yearly to ensure that our policy and practice are relevant in the face of emerging and prevalent national and local priorities and also the key priorities within the college improvement plan.

Strong, visible leadership is essential to effectively embed equality throughout the college organisation and our directors, leaders and staff will continue to work together with stakeholders to drive change and champion equality.

Valley College believes in the dignity of all people and their right to respect and equality of opportunity. We value the strength that comes with difference and the positive contribution that diversity brings to our whole community.

1. Staff Objective

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

Highlights

- Whole staff training has taken place on the Equality Act and the implications of the duty for college. This is recorded in staff training records.
- Staff Diversity and Inclusion training has been embedded within the staff training calendar to be repeated annually.
- The Trust Gender and Diversity champion works within the college setting and is available as a point of contact.

2. Learner Objective

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

Highlights

- British Values, tolerance and respect for differences are firmly embedded within the PACE curriculum.
- Learners attended a local theatre for a performance by Further Education students on the theme of raising awareness of living with a disability.
- Learners contribute to the local community by assisting in the management of a community garden
- All learners access a local park to use the outdoor gym equipment.
- Learners access weekly community engagement activities such as attending supermarkets, high street shops and retail parks.
- All learners have participated in the NATSPEC and Sea View Trust learner voice/student parliament sessions. The big topic with NATSPEC has been about disabilities and access.
- A number of learners have taken part in work placement opportunities in the local community including The Whitaker & Haslingden Community Café.
- The college were visited by Project Search / Calico talking about inclusion and internship and future opportunities.
- Learners watch the news daily within the college setting and this is a means to discuss topical issues locally and nationally in an open and safe environment.

3. Learner objective

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

Highlights

- Learners have taken part in Natspec student parliament meetings remotely and their views have been included in a report submitted by Natspec to parliament to contribute to discussions on what is important for learners.
- Learners have taken part in student voice trust meetings with the other provisions within the MAT to discuss their views and share ideas.
- Learners meet with the Director of Post- 16 at termly meetings and worked together to produce a mood board on what college meant to them to utilise the ideas in order to rebrand the college logo. This has been launched and used across both the Rossendale and Blackpool college sites.
- Learner Exit surveys have been implemented for learners leaving to inform future objectives.