

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

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 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 to reflect the key priorities within the college improvement plan (CIP).

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

Staff objective

- To strengthen and embed staff knowledge on culture and inclusion to encourage review of practices reflecting on the 9 protected characteristics with the implementation of a staff champion within the college team.

Target impact

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To identify a member of staff within the college team to champion the Equality Duty and strengthen the knowledge of staff in the college on culture and inclusion to inform decision making and support staff to own, understand and enact their duties. | Provide specific INSET (or twilight) to all staff on equality training. Identify a member of the staff team as Diversity champion. | Principal Vice Principal All college staff | Summer Term 2024-25 | Time for training. Single Equality Policy. Training on equality policy and duty Research and establish relevant links with external organisations | Staff and learners will have a SPOC. Staff and learner wellbeing evaluation will show that 100% of both groups feel safe and respected with regards to diversity and inclusion. |

Learner objective

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

Target impact

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

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|---------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| To demonstrate learners feel supported and valued as young adults within the college environment. | Annual survey of learners and advocates. Learner voice meetings half termly. SVT Learner voice meetings termly. Inclusion/discussion of key events with learners within college | Principal Vice Principal SMT Directors Teachers/Tutors PACE Support staff Learners Advocates | Summer Term 2024-25 | Cost of any relevant resources necessary | Learner wellbeing evaluation will show that 100% of learners feel safe and respected with regards to culture and inclusion. Learners feel valued and supported as young adults. The college PACE curriculum mapping demonstrates that culture and inclusion is firmly embedded within all areas. |

Sea View Trust objective

To monitor and analyse learner achievement by race, gender and disability and act on any trends or patterns in the data that require additional support for learners

Target impact

- Learner achievement is equitable across the strands of race, gender and disability within the college.

| Aim | Action to be taken | Personnel | Timescale | Resources | Impact |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| To monitor and analyse learner achievement by race, gender and disability and act on any trends or patterns in the data that require additional | Analysis of relevant data and identification of need for additional support where necessary. Report to be compiled for the | Principal Vice Principal SMT Teachers/Tutors PACE Support staff Directors Learners Advocates | Summer Term 2024-25 | Assessment system. | To ensure robust analysis of the data for Valley College to ensure the opportunity to achieve for learners is not adversely impacted by race |

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| support for learners | Sea View trust Central Team. | | | | gender and disability. |
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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 2023-2026, but every year, the college will review and documents its progress through a progress 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 a progress report. The report includes all of the equality monitoring data linked to the scheme.

Reviewed & Updated: September 2024