

Ashton Sixth Form College

Equality and Diversity Objectives 2023-2026

E&D action point	Objective	Strategy	Updates (<i>dated</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 hold regular EDI focus groups with students/staff/parents to suggest ideas and training opportunities. 6. Develop a student enrichment program associated to E&D. 	
2	To develop a wider understanding of EDI opportunities from EDI training events and consortium groups.	<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. 3. Develop a regular and varied framework of CPD to empower staff in contributing to the CPD priorities and action plan for the college. 	

3	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.	<ol style="list-style-type: none"> 1. E&D coordinator to compile the report ready for SLT in Term 1 2. E&D coordinator to present the report to governors in Term 1 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	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.	<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 EDC staff members to apply to work at the college to ensure the college staff body reflects the local community. 6. Ensure that in CIP there are suitable opportunities and occasions to celebrate diversity and promote British Values in all departments. 	
5	Continue to enhance the college's support framework surrounding the mental health and wellbeing 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.	
6	Develop and Implement the Greater Manchester Race Equality Charter commitments in ASFC	<ol style="list-style-type: none"> 1. Attend all sessions with the support of trust leadership to continue the development of the charter (GMLP) 2. Commitment to the implementation of the charter and associated peer review systems 3. Collaborate with staff in college in the delivery of the charter commitments. 	