

Ashton Sixth Form College

Equality and Diversity Objectives 2019-2023

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 start an EDI 'open forum' to suggest ideas and training opportunities. 	
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 the annual E&D report which provides details on outcomes relating to gender, ethnicity, disadvantaged/advantaged and cross college facilities.	<ol style="list-style-type: none"> 1. E&D coordinator to compile the report ready for SLT in October 2. E&D coordinator to present the report to governors in November 3. Relevant college services and staff to work with departments where identified performance gaps 	

	Measures used will examine pass rates, high grades, retention and value added.	are highlighted as a trend. Progress monitored by E&D coordinator. 4. Extend the report moving forward to investigate specific study program groups of students to understand more about the 16-18 student body diversity opportunities.	
4	To continue to advance equality of opportunity for all groups of learners at the College to that ensure 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 BAME staff members to apply to work at the college to ensure the college staff body reflects the local community. 6. Ensure that in SoW 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 ill health 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. 	

