

New College Doncaster Equality Objectives 2017 - 2020

New College is committed to Equality, Diversity and Inclusion and in accordance with our duties under The Equality Act are pleased to publish our objectives in respect of the Public Sector Equality Duty.

The Equality Act General Duties are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (A)
- Advance Equality of Opportunity between people who share a protected characteristic and those who do not (B)
- Foster good relations between people who share a protected characteristic and those who do not (C)

As a newly established college, the current equality objectives have been identified from consultation with staff, key priorities and in response to legislation and best practice.

Abbreviations used: Equality and Diversity Committee (EDC)

Last Updated: November 2017

Equality Objective	Specific Action Required	By Whom	Equality Act General Duties Met	Milestones
Establish the Equality and Diversity Committee at NCD.	Recruit a wide representative staff group and a student representative to the group.	All	A, B, C	The inaugural meeting was held in December 2017. The committee continues to meet once per term.
Ensure equality and diversity is embedded in the curriculum for all subjects.	Schemes of work to reflect. Resources used, delivery of lessons and assessment to reflect E&D. Lesson observations evidence opportunities taken to promote, challenge and discuss E&D.	All teachers	A, B, C	Through formal lessons observations and information learning walks.

Promote equality, diversity and inclusion as an employer by obtaining the Leaders in Diversity standard for New College Doncaster.	Assessment for the Leaders in Diversity standard part way through the opening year.	LW All staff	A, B, C	Registered and process to be completed by May/June – awaiting further guidance.
Promote equality and celebrate diversity through development of an Equality Events Calendar.	<p>Each member of the group to take responsibility for a minimum of one event to ensure a diverse range of events and activities are covered.</p> <p>To promote EDI, prevent unlawful treatment and foster good relations.</p> <p>External promotion of an inclusive culture and environment through social media coverage of EDI events.</p>	All	A, B, C	<p>Events already covered this academic year include:</p> <ul style="list-style-type: none"> • National Coming Out Day • Chinese New Year • LGBT History Month • Cancer Awareness Day
Provide recruitment and selection training for relevant parties to include information on the Equality Act 2010.	To ensure a fair and positive recruitment process and eliminate discrimination.	LW	A, B	Planned for Summer 2018.
Analyse the progress of all learner groups in order to strengthen outcomes for learners and to identify any targets required for particular groups.	<p>Trust MIS to ensure processes are in place for analysing data.</p> <p>Senior Managers and E&D Committee to identify any actions required.</p>	<p>MIS</p> <p>SEF</p>	A, B, C	