

## Section Seven: Single Equality Scheme Action Plan 2009/10 to 2012/13

Positive Action to improve the experience and achievement of College members											
Aim	Equality Strand						How will this be achieved?	Who	When	Impact measured by?	✓
	E	G	D	F	A	O					
<ul style="list-style-type: none"> <li>To improve success rates for male Pakistani students to national benchmarks for sixth form colleges as AS</li> </ul>	/	/					<ul style="list-style-type: none"> <li>Employment of transition mentor to intervene prior to arrival and during college career</li> </ul>	AMG	2009	Success Rates	✓
	/	/					<ul style="list-style-type: none"> <li>Directed use of study centre for underperforming students</li> </ul>	TF	April Annual		✓
	/	/					<ul style="list-style-type: none"> <li>Develop and implement system for assessing impact of study centre support</li> </ul>	TF	ongoing		?
	/	/					<ul style="list-style-type: none"> <li>Targeted support for underperforming students in subject areas</li> </ul>	TF	ongoing		✓
	/	/					<ul style="list-style-type: none"> <li>Targeted intervention by senior staff after November and March progress monitoring</li> </ul>	MR/AMG/SC	Annual	✓	
	/	/					<ul style="list-style-type: none"> <li>Additional monitoring point for underperforming students in January</li> </ul>	Admin	Annual	✓	
	/	/					<ul style="list-style-type: none"> <li>Gather students views on effectiveness of College practices</li> </ul>	AMG	Nov 2010 2011 2012	Student survey	?

### Comment Dec 2010:

At this stage, there is evidence that mentoring is having positive effect for some students. Analysis of success rates will be required to confirm and quantify this. Student survey results indicate that Pakistani males are more confident at the start of A level than other groups in the college. This confidence diminishes in the second year. Subsequent surveys are needed to confirm if this was an isolated result for 2009/2010.

## Positive Action to improve the experience and achievement of College members

Aim	Equality Strand						How will this be achieved?	Who	When	Impact measured by	√
	E	G	D	F	A	O					
<ul style="list-style-type: none"> <li>Enabling appropriate differentiation according to SLD requirements</li> </ul>			/				<ul style="list-style-type: none"> <li>Ongoing dissemination of SLD information to teaching and support staff</li> </ul>	KA	Ongoing	Success rates	√
			/				<ul style="list-style-type: none"> <li>SLDD training for all new staff</li> </ul>	KA	July/Sept		√
			/				<ul style="list-style-type: none"> <li>Targeted support for students with Asperger's syndrome</li> </ul>	KA	Review July		√
			/				<ul style="list-style-type: none"> <li>Expand liaison with partner schools and other outside agencies</li> </ul>	KA	Review July		√
			/				<ul style="list-style-type: none"> <li>Increase attendance of students at support sessions</li> </ul>	BT/KA	Review Annually	Student Survey	?
			/				<ul style="list-style-type: none"> <li>Targeted support for SLD students from Learning support and study centre</li> </ul>	KA/TF	Ongoing		√
			/				<ul style="list-style-type: none"> <li>Encourage peer support by introducing group sessions</li> </ul>	BT/KA	Sept 2010 Review Annually in July		?
<ul style="list-style-type: none"> <li>To make every reasonable effort to address the under representation of BME teachers on the staff.</li> </ul>	/					<ul style="list-style-type: none"> <li>Advertise posts in relevant publications alongside the TES</li> <li>Re-subscribe to BME network</li> </ul>	DT	From Jan 2010 Review Sept	Staff Census	√	

### Comment December 2010:

- Because of staffing problems it has not been possible to increase the number of support sessions offered to students by specialist staff. Alternative support has been offered by the learning support coordinator and the learning support assistant and more SLD students have benefited from help from the Study Centre. Group sessions appear to have worked well but this will not be reviewed until 2011.
- Review shows that despite placing adverts re the BME network all applicants used the TES or the College website to look for teaching posts. Consequently we will no longer subscribe to the BME network on the grounds of cost and effectiveness.

**Developing systems to collect, analyse and interrogate information with respect to measuring the impact our policies and processes are having on members of the College.**

Aim	Equality Strand						How will this be achieved?	Who	When	Impact measured by?	✓
	E	G	D	F	A	O					
<ul style="list-style-type: none"> <li>Refine and develop systems to measure effectiveness of College procedures</li> </ul>	/	/	/				<ul style="list-style-type: none"> <li>Break down responses for student voice, other cross college questionnaires, and focus groups by gender/ethnicity/disability</li> </ul>	SC MB RM AMG	July Annually	SAR  Annual EOD report	✓
	/	/	/		/		<ul style="list-style-type: none"> <li>All College services to be included</li> </ul>	MC AMG	Dec 2012		?
				/		/	<ul style="list-style-type: none"> <li>Develop approach to data collection on sexual orientation and trans gender issues.</li> <li>Implement recommendations</li> </ul>	MC,SC  MC, PGZ	July 2010  July 2011		?
	/	/	/		/		<ul style="list-style-type: none"> <li>To improve the monitoring of key HR activities</li> </ul>	DT	Dec 2012		✓

**Comment December 2010:**

- The College SAR 2010/2011 now incorporates specific consideration of Equality and Diversity issues including action points for improvement.
- A satisfactory approach to the collection of data re sexual orientation and trans gender issues is still being considered.
- There is now expanded reporting of HR activities with 'headlines' for governors.

## Raise awareness of our duties with regard to equality and diversity

Aim	Equality Strand						How will this be achieved?	Who	When	Impact measured by?	✓
	E	G	D	F	A	O					
<ul style="list-style-type: none"> <li>Increase Governors' awareness of Equality and Diversity issues</li> </ul>	/	/	/	/	/	/	<ul style="list-style-type: none"> <li>Programme of Governor training updated and reviewed annually</li> </ul>	DT MC/SC	Sept	Attendance record	✓
<ul style="list-style-type: none"> <li>Increase awareness of the need to respect the diversity of backgrounds of College members</li> </ul>	/	/	/	/	/	/	<ul style="list-style-type: none"> <li>Emphasise College ethos in new staff programme</li> </ul>	Admin/ Hods	Ongoing	Student satisfaction survey	✓
	/	/	/	/	/	/	<ul style="list-style-type: none"> <li>Continue and develop rolling E&amp;D training</li> </ul>	MC	Ongoing		✓
	/	/	/		/		<ul style="list-style-type: none"> <li>Summary of annual E&amp;D report to staff at full staff meeting</li> </ul>	MC	Sept	✓	
	/	/	/		/		<ul style="list-style-type: none"> <li>Full E&amp;D report to be made available on staff intranet</li> </ul>	MC	Sept	✓	
	/	/	/	/	/	/	<ul style="list-style-type: none"> <li>Implement annual programme of training for senior students and student council reps</li> </ul>	MC	Dec	✓	
	/	/	/				<ul style="list-style-type: none"> <li>Continue to embed E &amp; D in curriculum analysis in SAR</li> </ul>	AMG	Oct	✓	
	/	/	/		/		<ul style="list-style-type: none"> <li>Continue rolling programme of Impact assessing policies and procedures</li> </ul>	DT/ Policy owner	Ongoing	Impact Assessment Record	✓

**Comment December 2010:**

Training for Senior students has been delayed until the spring term, but is organized. New staff will be invited to join the session with an additional session for new staff .

## General promotion of equality and diversity

Aim	Equality Strand						How will this be achieved?	Who	When	Impact measured by?	✓
	E	G	D	F	A	O					
<ul style="list-style-type: none"> <li>To further develop the promotion of equality and diversity throughout the College</li> </ul>	/	/	/	/	/	/	<ul style="list-style-type: none"> <li>Develop two events across the year to raise awareness of equality and diversity</li> </ul>	SB/MC		College Survey	✓
				/			<ul style="list-style-type: none"> <li>Information source on Faiths for all College members via moodle</li> <li>Update annually</li> </ul>	MC	Mar 2010		✓
				/			<ul style="list-style-type: none"> <li>Develop links with Kirklees All Faith Forum</li> <li></li> </ul>	CM/MC /SB			✓
	/	/	/	/			<ul style="list-style-type: none"> <li>Use variety of media to celebrate the success of existing activities eg charity day, PAWS projects, enrichment, Open Days.</li> </ul>	HODs Admin			✓

**Comment December 2010:**

A number of 'community' events have taken place this year including, Green Day, Health Day, Road Safety Awareness as well as the college's charity day. There has also been a Holocaust Memorial Day.

The moodle site now has a community page upon which much of the colleges achievements and activities are celebrated.