



Equality Objectives 2019-2023

Equality, Diversity and Inclusion are central to Notre Dame Catholic Sixth Form College's values and ethos. The College's equality objectives help to ensure that Equality, Diversity and Inclusion are placed at the heart of policies and procedures and are considered as part of the decision-making process.

The four year objectives focus on the key issue facing the College today and those that will have the greatest impact on students, staff and external stakeholders.

Equality Objective	Actions	Equality Objective Measure	By whom	Comments/ Progress	Review dates
Monitor and analyse the differential in student attainment according to protected characteristics specifically ethnicity, gender and disability.	Scrutiny of in-year College data at each formative CAP point. Actions addressed in departmental QUIPs. Analysis of summative data prior to commencement of academic year. Address in department and College SARs and QUIPs to identify SMART targets to ensure gaps in attainment are minimised. Through quality cycle report to SLT and Corporation.	L3VA and ALPS scores indicate no difference in attainment levels.	SLT CLT HODs		CAP Data points August results day Publication of VA measures
Monitor and analyse staff applications and appointments reviewing all protected characteristics, specifically BAME and male staff.	Analysis of characteristics of applicants and appointments. Wider advertising of vacancies to encourage BAME applicants. Through HR committee, report to SLT and Corporation.	Increased percentage of applicants and appointments of staff from BAME backgrounds and males.	Human Resources		At point of each advertisement Annually in October in HR Report
Ensure new College website reflects the College and wider communities	Ensure images and content of website demonstrates diversity. Marketing manager to analyse and amend website content.	Inclusive website which appeals to all whom access it.	Marketing Manager		March 2019 Annual website content and image review



Maintain College site including improvements specifically to support visually impaired and students with mobility issues	<p>Improve existing site to allow all students to easily navigate from building to building.</p> <p>Review and make improvements to signage, lighting and uneven floor surfaces around the site.</p> <p>Ensure all new buildings (beginning with 2020 T-Level building) conform to equality legislation.</p>	<p>New buildings fully accessible.</p> <p>Clear signage, improved lighting, floors move even.</p>	<p>Director of Finance</p> <p>Site manager</p>		<p>When any new buildings are erected</p> <p>End of each term.</p>
Review, monitor and support students experiencing mental ill health which affects their attendance and achievement.	<p>Secure funding via NCOP to train 12 staff as Mental Health First Aiders.</p> <p>Continue to develop links with outside agencies so signposting to external services further developed.</p>	L3VA and ALPS scores indicate no difference in attainment levels of students who have/are experiencing mental ill health and those without.	Deputy Principal	Funding secured. Training in Feb 2020.	CAP Data points August results day Publication of VA measures
Increase knowledge and understanding of Autistic Spectrum Disorders and how best to make adjustments for learners.	<p>CPD delivered by Autistic Spectrum Disorder specialists.</p> <p>Adjustments made for students with ASD and highlighted in lesson plans/SOWs.</p>	<p>Increased knowledge and understanding of Autistic Spectrum Disorder.</p> <p>Zero gap in attainment of students with Autistic Spectrum Disorder.</p>	Vice Principal to arrange CPD session.	STARS provided training 23 rd October 2019	Complete.

As a publically funded body, Notre Dame Catholic Sixth Form College must comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

This means we are required to:

- publish details of how the College complies with the public sector equality duty and update this annually
- publish the College's equality objectives and update this at least once every 4 years

Updated by: VP HR December 2019
Next Review: December 2023