



Equality Objectives

2018/19					
What	How	By when	By whom	Comments/Progress	Review
Monitoring and evaluation of ethnicity of applicants	Using TES Portal application information evaluate number of applicants and number of interview offers made	July 2018	Vice Principal HR Officer	Completed. See HR report	July 2019
All staff E&D training	Staff complete online E&D training using Smartlog package	December 2018	All staff	Complete during first term	January 2019
Promote Equality and Diversity in all College publications, internal and external media	Ensure all internal and external materials reflect the diverse nature of the College and the local community	September 2018 (prospectus) and ongoing	Principal/ Marketing Manager	New prospectus contains images that reflect the diverse nature of staff and students. Range of art work displayed around College including images of students and reflect diversity.	Prior to every document publication
We will continue to achieve Disability Confident Employer status	Continue to develop and enhance our equality procedures and act on suggestions made	February 2019	Vice Principal, HR Officer	Committed employer status achieved – ensure this is retained.	March 2019
Promote E&D on College website	Develop Equality and Diversity page on the College Website	October 2018	Marketing Manager Vice Principal, ILT Champion	Awaiting decision on development of new website. Newly appointed Marketing Manager to ensure content on E&D page is published.	October 2018
Develop staff E&D committee	Utilise staff briefings/emails and meetings to promote the group and request volunteers to become member	February 2019	Vice Principal	Potentially recruit a governor one committee is up and running	March 2019



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2017/18					
What	How	By when	By whom	Comments/Progress	Review
Increase opportunities for students to declare disabilities/ additional needs at enrolment	Review student interview and enrolment procedures/ Documentation. HOD Learning Support to discuss procedures for declaration in assemblies	Annually	MIS, VP, HOD Learning Support Interview Team	Student interview procedures reviewed. Questions used during interviews updated. Increased number of opportunities for students to declare an addition need ensured through enrolment documents. Followed up by HOD Learning Support in assemblies.	May 2017
We will continue to achieve Disability Confident Employer status	Complete application process as required	Annually	VP, HRO	Disability Confident Employer status achieved.	April 2017
Maintain College site	Continue to ensure College site is accessible and any new buildings conform to disability legislation	On-going	SLT Site staff	New buildings (St. Julie's) are fully accessible.	When any new buildings are erected
Review ethnicity of 2017 applicants for College vacancies and report to SLT		April 2018	VP, HRO	Completed and reported to Corporation. Actions to review and monitor number of BAME staff, with aim to increase number.	July 2019
Equality and Diversity update provided for the Corporation	Via HR report to HR committee then Corporation	Annually	VP	Completed . Amendments to Equality Duty suggested and completed.	September 2018



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2016/17					
What	How	By when	By whom	Comments/Progress	Review
Ensure updated website is accessible	New website development	December 2016	VP/Marketing Coordinator	New website now on line. Fully accessible site.	May 2017
Ensure range of ethnicities are represented on ND promotional video	Produce College video reflective of diverse student body	October 2016	VP/Marketing Team	College video produced including diverse range of students and includes a student with a visual impairment.	October 2016
Ensure the distributed publicity material meets the needs of prospective and current learners	Present positive images of BME and disabled students in materials used by the College internally and externally	Ongoing	Marketing Team	College prospectus, brochure and video completed and inclusive.	October 2016 and ongoing
Training for staff and students	Continue to ensure that staff are trained on equality issues. Continue to inform students through tutorial programmes, PTE and assemblies	Annually	All staff	PTE and assemblies completed. Staff attended training delivered by Barnados on Transgender awareness.	On-going