



# Equality, Diversity and Inclusion

## Coventry & West Midlands population (2001 census):

- Male 49%, Female 51%
- White 89%, BME 10%

## City College population (2010/11)

### Full time students

- Male 52%, Female 48%,
- BME 26%
- Declared disability 5%

### Part time students

- Male 46%, Female 54%
- BME 26%
- Declared disability 1.9%

### Staff composition

- Male 39%, Female 60.9%
- BME 24%
- Declared disability 4.5%

### Student satisfaction (2010/11)

#### “ I am enjoying College”

- Male 39%, Female 61%
- BME 24%
- Declared disability 4.5%

## OUR SINGLE EQUALITY SCHEME

Welcome to City College’s Single Equality Scheme. It is intended that this document will help us work towards equality of opportunity and to the promotion & celebration of diversity. This scheme will help to raise our understanding and awareness of our legal duties both as an employer and as an education provider; by using it this way we think it will ensure that we meet the needs of our stakeholders, staff, learners and visitors. The scheme will provide a good foundation for excellence and fairness.

This scheme should answer the needs of the College and our community—it is important to us that if you have feedback, comments or suggestions about the scheme & about how we can improve as an organisation that you should feel able to inform us of these as they will be gratefully received.

## OUR MISSION

“To respond to the diverse educational needs of our learners, to raise continuously the standard of our education and training services, and to take education further into our business and social communities”

### In short:

Promoting diversity; Raising the standard; Taking education further.

## Equality, Diversity & Inclusion Statement:

City College is committed to equality, diversity and inclusion for learners, employers, community groups, staff Governors and members of the public on all sites and for others who come into contact with the whole College. We are proud to have a very diverse group of students and staff at the College and are striving to be an truly inclusive organisation where individual differences are accepted and valued, to be a place where everyone is able to fulfil their potential. We believe that all learners & staff are entitled to respect & parity of esteem and to work & study in a welcoming, safe and non-threatening environment. The College is committed to benefitting from the diversity of our students and staff by promoting fairness in access, opportunities and outcomes and we proactively promote actions to ensure that the needs of all members of the College community are met.

## THE EQUALITY ACT 2010

The new act streamlines the protection of individuals and will extend the coverage for what has been referred to as “protected characteristics”, these are:

- Age
- Disability
- Gender & gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sexual orientation
- Marriage or civil partnership

Through this Single Equality Scheme the College will assert its commitment to equality & inclusion to broaden its policies to serve those identified by the legislation; in our procedures & practices we will look to this scheme to fulfil our obligations as a provider of further education & service provider. We will therefore:

- Publish our scheme and draw up action plans with specific actions for each of the protected characteristics.
- Assess & consult on the content of the scheme & any new policy introduced under the scheme.
- Review relevant procedures, practices & functions at least every three years; we will make sure that the public have access to this information .
- Train staff on both the general & specific duties.
- Develop & publish equality objectives with supporting evidence; we will give details of how we intend to meet those objectives.
- Regularly monitor, consult on & review equality objectives.
- Include information gathered through consulting & involving people, regular data analysis to identify gaps between those more likely to be under represented and/or under achieving.

### SCOPE

This scheme is applicable to all students, all staff, all Corporation members, trainees (including sub contracted) and all contractors & service providers working for & in the College.

## Consultation with our stakeholders and users

The College already has a well established Equality & Diversity Committee which has over sight of all equality issues. The composition of the Committee includes staff, students and Governors. The College UCU branch also has an Equalities Officer who is a member of the Equality & Diversity Committee.

There is a Student Representative and a nominated Governor with responsibility for Equality who sit on the Committee.

This group meets termly and scrutinises data, feedback, information from surveys and from Learner Voice activities.

Each Department and Faculty is responsible for compiling & publishing a leaflet giving details of their progress in meeting the needs of learners and their duties under equality legislation, they are expected to develop action plans to specifically meet the needs of those with protected characteristics. These leaflets are then scrutinised by the Equality & diversity Committee.

Annual equality outcome targets will be set by each Department and Faculty.

In compiling their annual reports, action plans and setting targets Managers of Department & Faculties will have consulted with stakeholders & users. They will have also used the consultation process to assess the impact of their practices, policies and procedures.

The Governors receive annual reports on Equality, Diversity & Inclusion and the College Overall Effectiveness Report identifies differences in performance by learners with protected characteristics. Each Curriculum Area and every course team compiles a Self Assessment Report which gives information on gaps in performance at quite detailed levels.

### You said We did

The College has a detailed and effective Learner Involvement Strategy which is used to gather information from students in a variety of formal and informal ways. This information has resulted in changes being made in to such things as:

- Improving the variety of food for people from different ethnic & religious groups.
- Access controlling lifts so that disabled people can use them more easily.
- Providing a multi faith prayer room.
- Providing hardship funds for financially deprived learners backgrounds.





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## Responsibilities:

Corporation members have a statutory responsibility under the Articles of Government for determining the educational character and mission of the College. This duty extends to safeguarding & championing equality & diversity within the College,

The Governing body designates the Principal (Paul Taylor) as having overall responsibility for equality issues.

The Manager responsible for the Scheme is the Vice Principal Communications, People and Development (Gill Manthorpe).

The Human Resources Manager is responsible for the application of the scheme to all matters relating to staff

The Head/s of Student Services are responsible for the application of the scheme to all matters relating to students.

All members of staff and students are responsible for ensuring that they are aware of the College's statutory duties in relation to equal opportunities, that they uphold the principles underpinning this scheme in all actions and behavior. They are expected to challenge any instances of discriminatory behaviour.

The Equality & Diversity Committee are responsible for monitoring and evaluating the College's progress in achieving targets which it sets for itself in this area.

## What we will do next and why

The College will take steps to ensure that:

- Each Department and Faculty publishes an information leaflet which gives details of how they have consulted stakeholders, met their needs and complied with their duties under the equality legislation.
- Each Department and Faculty assesses the impact of policies, procedures and working practices introduced under this scheme to ensure suitability and compliance.
- Develop data that pays due regard to the extended list of people covered by equality legislation in order that reports can be drawn up to cover those with protected characteristics.
- Equality outcomes are published with sufficient supporting data.
- Information & advice leaflets are drawn up and made widely available to cover each of the protected characteristics.
- The Equality & Diversity Committee agrees how to specifically ensure that the needs of those with protected characteristics are understood and met where possible.
- To review this Scheme annually.