



**Croydon  
College**

<b>EQUALITY STRATEGY 2016 - 2020</b>
Approved by: Governing Body
<b>Date approved: 12<sup>th</sup> July 2016</b>
Strategy/Policy Responsibility: <i>Deputy Chief Executive</i>

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Creating futures<sup>o</sup>**

Location:  
The Hub\Policies (PDF)  
Policies & Procedures Sharedrive (PDF & Word document)



## Equality Strategy

### 1 Introduction

As a College, we have an important role in creating a fair society through the services we provide to students and the wider community, the employment of the people who deliver these services, and in strong leadership and governance.

### 2 Scope

- 2.1 This strategy informs everything we do with students, staff, members of the public and other stakeholders in our community.

### 3 Responsibility for review

- 3.1 The Deputy Chief Executive and Director of Human Resources will review these provisions from time to time and as required.

### 4 Strategy statement

Equality is integral to everything we do and we are committed to making Croydon College a place of opportunity where everyone can belong, addressing the needs and aspirations of all those study and work in the College.

We will achieve this by:

1. Knowing and engaging with our student community and understanding its needs;
2. Delivering excellent, responsive services and customer care;
3. Providing strong leadership and governance, partnership with stakeholders and organisational commitment and ambition;
4. Being exemplary employees reflecting the values of a modern and diverse workforce.

### 5 Information

We will publish equality information at least annually which covers all areas of our activities.

### 6 Objectives

We will publish and review our equality objectives at least every four years using the Equality Strategy as a framework, which will help us to promote social inclusion and reduce inequalities in our college (appended).

## **7 Monitoring**

We will monitor our progress using the following indicators:-

- Participation in College life;
- People have trust and confidence in each other and in our organisation (such as how we deal with safeguarding, Prevent, discipline, bullying and harassment, complaints and grievances);
- Analysis of the personal data and other information provided by students, staff and other stakeholders as appropriate (for example - ethnic background, disability, need for learning support, gender, carer, young offender, representative community group);
- Analysis for students of attendance and retention, improvement against learning objectives, success rates and progression to other education or employment;
- Analysis for staff of pay, grades, performance assessment and turnover.
- Indices of multiple deprivation in relation to students, staff and our community (to analyse barriers to achievement, education, skills and training and employment);
- Annual satisfaction surveys for students, staff and other stakeholders;
- Views of students through student parliament and other representative groups; and
- Views of staff through representative groups such as trade unions and other consultative groups.

## **8 Action Plan**

We will report annually on Equalities, our action plan and outcomes.

## **9 Consultation**

Consultation took place with all students, staff and other stakeholders in the College, including as far as possible prospective students, parents and guardians and anyone who has an involvement with the College or its services. We will consult annually for the purpose of informing the annual report on Equalities.

## **10 Access**

This strategy document is available from the College website, the College Intranet and by post from Hannah Joyce, Croydon College, College Road, Croydon, CR9 1DX.

## **11 Feedback**

Comment on the procedure is welcomed and should be forwarded to the Deputy Chief Executive or Director of Human Resources.

**Produced/Reviewed by:**

Deputy Chief Executive/ Director of Human Resources      June 2016

**Approved by:** Governing Body      July 2016

**Next Review:**      April 2020

## **EQUALITY OBJECTIVES : 2016 - 2020**

**OBJECTIVE 1:** Our vision and values for Equality, Diversity and Inclusion will be communicated to everyone:-

- To all students from enrolment, through induction, lessons, tutorials and all aspects of College life;
- To all staff through the communications and marketing of the Equality Objectives and associated campaigns; and
- conveyed to all stakeholders, partners and the local community through publications and communications

**OBJECTIVE 2 –** The College will review the attainment of students by protected characteristic and implement actions to narrow and eliminate gaps in attainment between groups.

**OBJECTIVE 3 –** The College will maintain a modern and diverse workforce; increase the proportion of staff who say they are valued and treated fairly by 2020; and, in particular, review pay and grading systems and implement any changes within the next four years to ensure fair and transparent pay arrangements.

**OBJECTIVE 4 –** The College will review performance management systems and management development strategies to ensure opportunities for promotion to management positions are accessible irrespective of background.

**OBJECTIVE 5 –** The College will use robust data to assess the impact and effectiveness of its activities in order to

- eliminate discrimination;
- advance equality of opportunity; and
- foster good relations between different groups