

## EQUALITY AND DIVERSITY

Equality is about treating everyone fairly with equal dignity, regardless of their particular characteristics of age, disability, gender, ethnicity, religion/belief, sexual orientation, gender identity, marital status or pregnancy & maternity. As a publically-funded organisation, the college aims to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

### **Stanmore College's Vision**

*Our vision is to ensure that all students will develop the skills and knowledge they need to achieve qualifications and progress into higher-level courses or employment.*

*All students and staff will enjoy their time and be proud of being members of the college.*

*Key aspects of our vision include:*

### **Our core values**

*Stanmore College calls on its staff and students to actively promote these ten values which reflect the aspirations of the College, the community and the country:*

- *Welcoming*                    *putting stakeholders and students first*
- *Inclusive*                    *an accessible working environment valuing everyone*
- *Supportive*                    *to all students, staff and the community*
- *Recognition*                    *from stakeholders, students, staff and the community*
- *Growth*                        *investing in our facilities and achieving growth*
- *Collaboration*                    *working in partnership*
- *Openness*                        *to listen to students and staff*
- *Aspirational*                    *for staff and students to achieve our goals*
- *Commitment*                    *to hard work*
- *Value for money*                    *ensure resources are used cost-effectively and efficiently.*

Stanmore College has a **Single Equality Scheme**, updated annually, that aims to:

- ensure equality of access to all potential students.
- ensure that all students enjoy equal access in terms of curriculum, assessment, support services and resources.
- ensure that discrimination, harassment and victimisation are not tolerated under any circumstances.
- work towards a staff team that reflects and complements our communities and clients.
- ensure that all members of staff understand the significance of equality of opportunity and know how to implement it in their work.
- ensure that effective systems for the monitoring and evaluation of equal opportunities are in place.
- comply with all current equalities legislation including the Equality Act 2010

Our ***Equality and Diversity Annual Report***, finalised in January each year based on an evaluation of the outcomes of the previous academic year, is a critical appraisal of the current progress of the college towards the aspirations of the college's core values and equality aims.

### **Progress on Equality Objectives**

The Stanmore College Equality Objectives in 2016/17 are based on an analysis of the student cohort completing in 2014/15, and are set over four years to close potential equality gaps. The progress to date on each objective is below:

- Increase the achievement rates of male learners by 4% over 4 years. ***Progress: 16-18 male achievement rates have increased by 6% points, and 19+ male achievement rates by 18% points over the last two years.***
- Increase the success rates for those who consider themselves to have a learning difficulty or disability by 2% over 4 years ***Progress: 16-18 achievement rates for those who have declared a learning difficulty or disability have increased by 3% points, and 19+ achievement rates for those who have declared a learning difficulty or disability have increased by 2% points over the last two years.***
- Increase the success rates for 16-18 White British learners by 1% over 4 years ***Progress: 16-18 White British learners success rates have risen by 1% percentage point over two years.***
- Increase the success rates for learners of mixed ethnic heritage and those of heritage other than the specific groups recorded by 3% over 4 years ***Progress: For 16-18, the success rates of learners of mixed ethnic heritage has increased by 7% points and the success rates of learners of 'other' ethnic heritage groups has increased by 22 % points over 2 years. For adults, the success rates of learners of mixed ethnic heritage has increased by 21% points and the success rates of learners of 'other' ethnic heritage groups has increased by 8% points over 2 years.***
- Monitor participation and success of a wider range of learners by increasing the number of groups in the annual equality and diversity report by 2 per year over the next 4 years ***Progress: success data on learners in receipt of free school meals/ bursaries is now routinely analysed in the annual report.***
- Increase employee declaration rates in all categories to at least 95% ***Progress: there are no unknowns in the staff profile data for 2015 /16 or 2016/17.***
- Increase the number of cross college learner events to promote understanding of the needs, cultures and faiths of different groups of learners ***Progress: there have been additional cross college events that specifically promote tolerance of needs, cultures and faiths of different groups of learners***