



## Equality and diversity action plan

### Strategic objectives    March 2016 – April 2017

- 1     **Students:**  
A safe and supportive environment for all groups of students  
Parity of male / female participation on courses
  
- 2     **Skills - curriculum:**  
Equality and diversity embedded into learning and teaching
  
- 3     **Staff – leadership and management:**  
College values integrated into management processes and practice  
Culture compatible with equality, diversity and inclusion  
Diversity in staff representation
  
- 4     **Sites**  
Principles of inclusive design integrated into the new building project
  
- 5     **Stakeholders:**  
Partners who share College community values
  
- 6     **Systems:** Systems are accessible and available internally and externally



1. Skills: students and studying

Action	Objective	Lead CLT member	Completion date
Embed equality, diversity and environmental issues in the curriculum including in schemes of work Share best practice	1	Theresa Bray	August 16
Complete equality data on group profiles	1	Theresa Bray	September 16
Complete a <i>cost and affordability audit</i> on the learner journey including costs of printing, materials, trips etc. Recommend ways of reaching 100% inclusion for all students and communicate available support	1	Theresa Bray	October 2016
Replace cash withdrawal machine that charges users	1	Theresa Bray	October 2016
Review courses where there is under-presentation of female / male students and set up a 'Women / Men into ...' project to re-balance	1 and 5	John O Shea	September for review
Set up an in-house College Work Experience programme for students with disabilities and learning difficulties	1	John O Shea	September 2016



Conduct <i>Aspiration Workshops</i> for students, particularly those from poor and deprived homes – focus on care leavers and young carers	1	Theresa Bray Rebecca Courtaux	September 2016
Support staff and students to set up LGBT support groups inclusive of people with disabilities + learning difficulties	1 + 3	Theresa Bray	September 2016
Review and enhance support for students with mental health issues	1	Theresa Bray	April 2016 (to trial colour cards)
Review and change the equality and diversity content of student induction to bring it in line with the new E-statement	1	Theresa Bray	September 2016
Provide trans equality awareness training Adjust systems to accommodate gender variation and non-binary categories, and secure confidentiality of gender identity	1 + 3	Alison de Lord/Theresa Bray	September 2016 for staff training October 2016 for surveys to change
Improve monitoring information on student surveys to enable more quantitative data from all protected groups	1	Theresa Bray	September 2016



2. Staff: working and employment

Action	Objective	Lead CLT member	Completion date
Conduct exit interviews with all staff - include questions on equality and diversity	3	Alison de Lord	July 2016
Staff development on tackling homophobia and trans phobia	3	Alison de Lord	October 2016
Ensure disabled staff and students can access facilities, inc. lifts, independently	1 + 3	Alison de Lord	September 2016
Up-date the equality and diversity content of staff induction in line with E-statement	3	Alison de Lord	September 2016
Include coverage of equality and diversity in staff appraisals	3	Alison de Lord	July 2016



**3. Staff: leadership, and management**

Action	Objective	Lead CLT member	Completion date
Devise a promotion campaign on equality and diversity and College values	3	Robin Ghurbhurun	September 2016
Recommend and implement reasonable adjustments for staff and students with carer responsibilities	1 + 3	Alison de Lord- Staff John O Shea- students	September 2016
Set a timetable for implementation of London Living wage, starting with lowest paid staff within 12 months	3	Alison de Lord	
Establish a strategy and programme of action to increase the % representation of BAME staff at teacher and middle manager level	3	Alison de Lord	October 2016
Scrutinize and set timetable to adjust pay ratios – highest, median and lowest wage	3	Alison de Lord	
Publish + publicize a ‘secular college’ policy	1 + 3	Alison de Lord	September 2016
Review and enhance the support for staff with mental health issues	3	Alison de Lord	September 2016
Investigate the possibility of nursery provision for staff and students	1 +3	Alison de Lord	



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Conduct an <b>Equality Impact Assessment</b> on the College website and implement	All	Alison de Lord	September 2016
Ensure all food and drink sold at the College is healthy, and affordable for the lowest paid staff and poorest students Provide a range of cultural choices including halal, kosher, vegetarian	1 + 3	Theresa Bray	September 2016
Set out and implement mandatory guidelines for dyslexia-friendly paper documents and IT communications	1, 3 and 6	Theresa Bray	September 2016
Conduct an <b>Equality Impact Assessment</b> on the College re-build and relocation, and implement	1, 3 and 6	Robin Ghurbhurun	



**4. Stakeholders - local community, employers and procurement**

Action	Objective	Lead CLT member	Completion date
Conduct a programme to strengthen local community engagement and links	1, 3, 4, 5	Robin Ghurbhurun	September 2016
Provide policy support to local SMEs	5	Robin Ghurbhurun	



5. Spaces: buildings, spaces and access

Action	Objective	Lead CLT member	Action manager	Completion date	What success looks like	Progress update
<p>Set up an Inclusive Design Forum - students, staff, others – to consult and engage in the design and build project.</p> <p>Points noted:</p> <ul style="list-style-type: none"><li>- Accessible sports and fitness facilities</li><li>- Accessible and trans-inclusive changing facilities</li><li>- Automatic doors</li><li>- Communal spaces for diverse students to mix</li><li>- Gender-neutral toilets</li><li>- Quality signage and way finding</li></ul>	6	Robin Ghurbhurun			State-of-the-art inclusive and environment-friendly buildings and spaces	
Use assistive technologies to improve access and usage	6	Robin Ghurbhurun	Garod Baker	September 2016	Students will have the technologies they need to achieve and staff will be trained to ensure maximise usage to support achievement	





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Engage an Access and Inclusive Design Consultant to ensure the new building and spaces are state of-the art and green environment	6	Robin Ghurbhurun	Michael Sweetzer	2017 for design	State-of-the-art accessible and inclusive campus	
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