



Single Equality Scheme Action Plan 2013 – 2016

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Planned Outcome	Planned Actions	Timescale	To Be Actioned By	Monitored by	Progress to date
<i>College identifies priorities and actions to be taken for behaviour across the whole area of College activity</i>	<i>Action Plan published and linked to relevant College policies, e.g. attendance, behaviour, teaching and education</i>	<i>April 2015</i>	<i>Vice Principal- Behaviour</i>	<i>Principal</i>	<i>Policy review under way</i>
<i>All staff are aware of the Single Equality Scheme and understand their responsibilities</i>	<i>Raise awareness of Single Equality Scheme at: Induction Staff Team meetings Equality & Diversity training for all staff</i>	<i>On-going</i>	<i>HR Department and Head of Departments</i>	<i>Principal</i>	<i>Online equality and diversity training for all staff to be completed by end July 2014</i>
<i>Schemes of work explicitly address the causes and consequences of discrimination and help students recognise and understand and challenge stereotypes.</i>	<i>Curriculum areas include within their schemes of work opportunities to promote shared values and challenge prejudice, discrimination and stereotyping, e.g. racism, homophobia</i>	<i>On-going</i>	<i>Teachers</i>	<i>Principal</i>	<i>Curriculum leaders have been asked to explicitly highlight topics in schemes of work which cover aspects of SMSC. This has been collated onto a grid for the whole school which gained very favourable comments from Ofsted and will be updated before the start of the next academic year to reflect any changes in the curriculum offer.</i>



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<i>Increase student awareness of issues relating to Equality & Diversity</i>	<i>Review PHSEE and Religious studies curriculum and development of lesson resources College displays to promote equality & diversity; to embrace and celebrate difference</i>	<i>July 2014</i>	<i>PHSEE co-ordinator Pastoral staff Support staff responsible for displays</i>	<i>Vice Principal- Behaviour</i>	<i>In MPE, students follow a carefully chosen syllabus which ensures that they are fully equipped to deal with issues of prejudice and discrimination they may encounter. Topics covered include an examination of the changing nature of marriage and the family including attitudes to same sex relationships/families. Multi-faith and multi-ethnic Britain and why some people identify as atheist whilst others choose to lead their lives based on a particular faith perspective. There is currently a display in the humanities corridor of students' work based on the recent Stonewall campaign</i>



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					<i>'Some people are gay, get over it.'</i>
<i>Ensure all vacancies are filled using the principals of equal opportunities and safer recruitment, including at least one member of each panel with relevant training.</i>	<i>Increase the number of staff with Safer recruitment training qualification. Monitor applications and appointments, and produce an annual summary for governors</i>	<i>July 2015</i>	<i>HR department</i>	<i>Principal</i>	<i>Monitoring of applications on-going. Summary to be produce at end of academic year</i>