

Equality Objectives 2025 - 2029

Author	Director of People
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Person Responsible	Chief Executive & Executive Principal
Approval/ review bodies	SLT /Corporate Board
Frequency of Review*	36 months

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Date of review	Reviewed by	Reason for review
January 2019	HR Manager	Tri-annual review and good practice update
February 2025	Director of People	General Review & Update

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Related policies/documents:

Equality, Diversity & Inclusion (EDI) Policy
Annual Equality & Diversity Report

1. Introduction

North Kent College (“the College”) is committed to ensuring equality of opportunity and to embracing diversity in everything it does. The College embraces diversity and will seek to promote equality, diversity and inclusion (“EDI”) in all of its activities and this is reflected in its culture. EDI is advanced throughout the College through: curriculum and quality processes; tutorials; enrichment; events; behaviour standards; and all policies and processes.

The College acknowledges its public sector equality duty (“PSED”), a requirement of the Equality Act 2010, and the specific duty on the organisation to publish at least one equality objective every four years. This document sets out the equality objectives the College has chosen to focus on from 2025 to 2029, to improve equality, diversity and inclusion.

The College’s full Equality and Diversity Policy is published alongside this document on our website. This policy provides the full details of the Colleges obligations under the Equality Act 2010 and the PSED and includes the responsibilities of all its staff and students in order to reflect our commitments to achieving equality, diversity and inclusion in all our activities.

2. Equality Objectives

In addition to any EDI requirements the current Ofsted framework the College involves key stakeholders in order to identify and prioritise EDI objectives; this includes feedback via the student voice, student surveys, tutorials, staff voice and recognised trade unions.

The College has chosen to focus on three main objectives for this four-year period, 2025 – 2029. Each year, we will publish an annual report to demonstrate the progress made towards the achievement of our equality objectives, which are set out below:

- Objective 1: Continue to identify, prioritise, address and reduce any significant gaps in retention, achievement, progression and destination between groups of learners
- Objective 2: Continue to develop and promote a socially inclusive and accessible College for the recruitment of staff and students, by in-year and end

of year analysis and targeting of potentially disadvantaged / underrepresented groups

- Objective 3: Ensure equality, diversity and inclusion and Fundamental British Values continue to be fully and explicitly developed within the curriculum and that all discrimination, bullying or harassment is challenged appropriately

3. Monitoring and Review

The equality objectives set out in this document will be monitored and reviewed by the Senior Leadership Team and reported to the Corporate Board.