

Equality Objectives 2019 - 2022

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Person Responsible	Deputy Principal Finance and Resources
Approval/ review bodies	Equal Opportunities and Diversity Committee/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

Contents

1. Introduction	1
2. Equality Objectives	1
3. Monitoring and Review	2

Related policies/documents:

Equality & Diversity Policy
 Annual Equality & Diversity Report

1. Introduction

North Kent College (“the College”) is committed to equality of opportunity and to diversity in everything it does. The College embraces diversity and will seek to promote the benefits of diversity in all its activities and will seek to develop a culture that reflects that belief. Equality and Diversity 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 it, as an organisation, to publish at least one equality objective every four years. This document sets out the equality objectives that the College has chosen to focus on over the next few years, from 2019 to 2022, to improve equality, diversity and inclusion in North Kent College.

The College’s full Equality and Diversity Policy is published alongside this document on its website. This policy provides the full details of the College’s 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 activities.

2. Equality Objectives

In addition to Equality and Diversity requirements of the Common Inspection Framework, the College involves key stakeholders in order to identify and prioritise equality 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, 2019 – 2022. Each year, it will publish an annual report to demonstrate the progress made towards the achievement of its equality objectives, which are set out below:

- 2.1 Objective 1: Continue to identify, prioritise, address and reduce any significant gaps in retention, achievement, progression and destination between groups of learners;
- 2.2 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/ under-represented groups; and

2.3 Objective 3: Ensure Equality and Diversity 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 Equality and Diversity Committee reporting to the Corporate Board via the Senior Leadership Team.