

Equality & Diversity Policy (Single Equality Scheme SES)

DOCUMENT CONTROL

SLT owner:	Chris Pemberton	Together With:	Gill Cox
Date created/updated:	June 2013 April 2017 & June 2017	Review Date:	June 2018
Approval Need by SLT:	Yes	Date Approved:	27-6-17
Approval Need by Governors:	No	Date Approved:	
Approval Need by Unions:	No	Date Approved:	
Impact Assessment Date*:	24 April 2017 & June 2017	Job Title of Assessor:	GVP Q&C
Audience:	Staff: Yes	Students: Yes	Public: Yes
<i>If approval is not required by SLT/Governors/Unions please give reason, ie name changes only.</i>			
<i>* If the contents of this policy have been copied from an existing policy with no changes please insert the date of the original Impact Assessment and Assessor in the table above.</i>			

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**Equality & Diversity Policy
(Single Equality Scheme SES)****Introduction****Single Equality Scheme 2013- 2015**

This is Shrewsbury Colleges Group Single Equality Scheme. The Scheme describes in one document how we intend to fulfill our statutory duties under existing equality legislation, how we will promote equality of opportunity and reduce discrimination, and how we will demonstrate our commitment to promoting respect, fairness, equality and diversity and valuing all our students. It builds on the work we have been doing on race, gender and disability and follows the guidelines of the Single Equality Act.

Our Single Equality Scheme (SES) responds to the new single public sector equality duty, which requires all public authorities to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

The SES will impact on students, staff, governors and stakeholders and we will work in partnership with them to implement it.

We have involved equality groups in the development of this Scheme and will enhance our work with students, staff and stakeholders to develop our Action Plan.

We will continue to analyse data, promote awareness of equality and British Values and address issues that we identify. We will continue to make our policies and procedures increasingly inclusive.

Shrewsbury Colleges Groups Group Equality and Diversity Statement

Shrewsbury Colleges Group values each member of the Shrewsbury Colleges Group community and recognises the contribution made to college life by students, staff, service users, visitors, partners and governors. Shrewsbury Colleges Group will always seek to ensure that no member of Shrewsbury Colleges Group Community will be subjected to discrimination, unfair treatment, or treated less favourably because of their age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, religion or belief; gender and sexual orientation.

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There is a strong belief in nurturing the potential of individuals through tolerance, respect and education.

Shrewsbury Colleges Group recognises the importance of having a fair and just environment and is actively working towards promoting diversity.

Shrewsbury Colleges Group will ensure that any alleged discrimination, harassment, bullying, unfair, or less favorable treatment is dealt with as quickly as possible, according to agreed procedures.

It is the responsibility of all members of Shrewsbury Colleges Group Community to uphold equal opportunity principles and to ensure that the policy is implemented fully by making sure that they do not discriminate and that they positively challenge all forms of discrimination within Shrewsbury Colleges Group and promote our policies within the wider external community.

To this end, all students, partners, governors, prospective students and any other outside agencies involved with Shrewsbury Colleges Group will be informed of Shrewsbury Colleges Group's commitment to equal opportunities and diversity.

Shrewsbury Colleges Group Aims

This SES will incorporate the policy and plans for addressing issues relating to the protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, religion or belief; gender and sexual orientation to ensure that equality and diversity practices meet the new Single Public Sector Equality Duty.

Shrewsbury Colleges Group will promote equality of opportunity and good relations throughout Shrewsbury Colleges Group Community to eliminate discrimination and encourage inclusion and participation. Where necessary it will take positive action to address any imbalance or disadvantage.

Shrewsbury Colleges Group commitment to Equality and Diversity is paramount and it will strive to go beyond its legal duty in order to promote social cohesion.

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With regard to promoting Shrewsbury Colleges Group's SES to staff, Shrewsbury Colleges Group undertakes to:

- Tackle any form of discrimination on the grounds of race, disability, gender/transgender, age, religion or belief or sexual orientation
- Ensure that all policies and procedures are fully analysed and assessed for impact in order to incorporate the different needs of individuals
- Expand opportunities for all staff to attend training
- Provide a safe environment where everyone is treated fairly, with dignity and respect

With regard to promoting Shrewsbury Colleges Group's SES to learners, Shrewsbury Colleges Group undertakes to:

- Provide a safe and supportive learning environment for all learners
- Acknowledge the role of the curriculum in challenging and addressing discriminatory practice and discrimination
- Incorporate Equality Impact Assessments to all policy and procedure changes
- Monitor admissions and student progress in relation to demographics
- Obtain feedback and respond to it.

With regard to promoting Shrewsbury Colleges Group's SES to employers, Shrewsbury Colleges Group undertakes to:

- Ensure that they adopt the same commitment to equality and diversity as Shrewsbury Colleges Group does
- Ensure that learners enjoy the same positive experience wherever their place of study or work placement.

With regard to promoting Shrewsbury Colleges Group's SES to partners, Shrewsbury Colleges Group undertakes to:

- Ensure that when purchasing products or services from external providers, equality and diversity is reflected in our tendering process.

This SES will be available to all staff on SharePoint and will be promoted by The Corporation and Senior Management Team. Our SES will be published on Shrewsbury Colleges Group website and copies made available at Shrewsbury Colleges Group receptions.

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The promotion of the SES and the accompanying Action Plan will be monitored and details of its progress will be reported to:

- College Governors and Clerk
- All Staff
- New staff during induction
- All Learners
- Senior Leadership Team
- Other stakeholders

In promoting the SES, Shrewsbury Colleges Group seeks to:

- Develop an ethos which respects and values all people irrespective of their age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, religion or belief; gender and sexual orientation
- Eliminate all forms of discrimination based on age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, religion or belief; gender and sexual orientation
- in all areas of the curriculum, in recruitment, selection and induction processes and procedures
- Engage in positive action that encourages the development of a diverse workforce and learner representation
- Communicate the SES to learners, staff, governors and all other stakeholders including visitors to Shrewsbury Colleges Group
- Ensure that any external organisations with which it works are made aware of, encouraged and supported to adhere to the equality and diversity commitments of Shrewsbury Colleges Group.

The Local Context

The population of Shropshire is 306,129 (2011 Census). Central Shropshire has a population of 96,500 (Mid-year Population Estimates 2010). Over two thirds of the area's population live in Shrewsbury, Shropshire's main county town. According to the 2010 Index of Multiple Deprivation, out of the 149 counties in England, Shropshire ranks at 101.

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Shropshire has an estimated working-age population of 223,892. Of those, 29% are economically inactive, 11% of which have declared that this is due to long-term sickness or disability (2011 Census).

4% of the area's population are from ethnic minority groups (2011 Census).

Figures from the 2011 Census show that overall unemployment in Shropshire at that time was 3%.

The Index of Multiple Deprivation (IMD) 2015 is a nationally recognised measure of deprivation at the small area (Super Output Area - SOA) level. It measures deprivation in its broadest sense by assessing indicators relating to income, employment, health and disability, education, skills and training, barriers to housing and services, crime and the living environment. There are 193 Super Output Areas (SOAs) in Shropshire.

There are 193 Lower Super Output Areas (LSOAs) in Shropshire. In terms of average rank, Shropshire ranks 107th out of 152 Upper-tier Local Authorities in England (a rank of 1 being considered the most deprived Upper-tier Local Authority).

All of the 9 LSOAs that fall within the 20% most deprived in England are located within urban areas of Shropshire.

One LSOA falls within the 10% most deprived in England, it is located within Harlescott electoral division in Shrewsbury.

The five overall highest ranked areas in Shropshire are located within the electoral divisions of Harlescott (Shrewsbury), Monkmoor (Shrewsbury), Ludlow East (Ludlow), Oswestry South (Oswestry) and Meole/Bayston Hill, Column and Sutton (the LSOA crosses two electoral divisions in the wider Shrewsbury area).

In addition to using the Index of Multiple Deprivation Shrewsbury Colleges Group uses Free School Meals (FSM) to identify potential barriers so that support and resources are targeted towards those most in need.

How Does Shrewsbury Colleges Group Promote Equality and Diversity?

- For employer based training, there is a system in place to vet employers prior to commencement of training, which includes equality and diversity. On-going monitoring, either through re-assessment of the employer or through the review

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process, ensures college standards are adhered to and learners' needs met. This takes the form of observations and questioning during the review process.

- Shrewsbury Colleges Group has a robust application process for recruitment to ensure that equality in employment is secure. Monitoring applicant data has been in place for a number of years, which considers gender, sexuality, race, disability, ethnic origin and religion.
- Teachers will take notice of the individual learning strategies for students who have been assessed. It is essential that teachers and tutors work with the all relevant areas where appropriate to provide materials, information, advice and study aids to meet the individual needs of students.
- Regular learning walks are conducted to assess the extent of embedding equality and diversity into the curriculum. In College Learning Coaches provide support and training to teachers where Equality and Diversity embedding requires improvement.
- Equality and diversity training is mandatory for all with regular refreshers and training available to ensure our focus on this subject is maintained. There has been a lot of work to involve the Governors who now attend and complete the training.
- Shrewsbury Colleges Group has amended its lesson planning and schemes of work documentation to ensure that equality, diversity and British Values themes are considered and addressed. Learning coaches work within curriculum areas to identify opportunities to develop embedding opportunities.
- Shrewsbury Colleges Group makes use of partnerships to inform and support its equality and diversity initiatives. These include:

West Mercia Police Hate Crime Reporting Desk

Fairness, Respect Equality Shropshire Ltd (FRESH) Equality Forum

Partners of Shrewsbury Action against Racism

Partners of Shropshire Council Gay, Lesbian, Bi and Transgender network

Immigration research/findings workshops (Shropshire)

- Shrewsbury Colleges Group has introduced a strategy where each curriculum area takes it in turn to send tutors and students to the E & D Committee. This is already proving to be more successful than previous attendance strategies.
- Members of staff from Shrewsbury Colleges Group agency plan for, and communicate, a range of Equality, Diversity and British values topics for student

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tutorials. They also play a key role in the production of an E & D calendar, which features key events, celebrations and activities.

- Student Reps now attend the Equality and Diversity Committee meetings so that they can learn more about the subject and see how they can influence and drive forward strategies that raise awareness, break down barriers and ensure all students, including those with protected characteristics, have a positive experience whilst at college.
- Additional Learning Support staff provide training and support for tutors and students. They deliver guidance and advice about using assistive software, making adaptations to materials and a range of other strategies that can support students.
- Shrewsbury Colleges Group has well-established procedures for monitoring the performance of E&D groups. All stages of Shrewsbury Colleges Group's self-assessment process require the inclusion of E&D analysis. Reports to SLT and ALT identify the performance of under-represented groups and make recommendations at curriculum level.
- Shrewsbury Colleges Group has only small numbers of students from different ethnic minority backgrounds. It therefore tracks them closely early on to identify potential problems and take appropriate action where required.
- Our E & D Action Plan constantly evolves and is informed by the results of the impact assessments, learning walks, policy changes and amendments to legislation. Group Vice Principal Quality and Curriculum monitors the progress of individual minority students and has the responsibility for ensuring that E&D actions are included in Shrewsbury Colleges Group QulP. Shrewsbury Colleges Group Equality and Diversity Committee is responsible for monitoring actions and reviewing policies, and these have to be approved by Shrewsbury Colleges Group Academic Leadership Team (ALT) and Governors.
- Tutorial sessions have equality, diversity and British Values integrated within the planning to ensure that all students experience aspects that may be outside of their immediate environment and knowledge.
- Students based with employers are protected from harassment, bullying or discrimination through careful assessment, monitoring and questioning during regular reviews.
- SPOC surveys consistently show that there are no-significant differences between groups. **Shrewsbury Colleges Group tutorial programme includes sessions to raise awareness about PREVENT alongside cross-college events and notices; student forums and surveys are being used to measure the impact of this.**

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- The performance and satisfaction of students with a learning difficulty or disability has been identified, through the analysis of data, as a matter of concern for Shrewsbury Colleges Group. The committee has made an action to analyse the data by multiple strands in order to aid an appropriate response and improve performance.

Staff Profile

Shrewsbury Colleges Group employs approximately 302 full and part-time staff. Shrewsbury Colleges Group does not have a diverse workforce but is nonetheless committed to promoting equality to all its employees. Shrewsbury Colleges Group also has a number of policies and procedures in place to support its equality initiatives. Each revised version of the SES goes to Shrewsbury Colleges Group Academic Leadership Team (ALT) for agreement before being released to staff and uploaded to the website.

Monitoring

Shrewsbury Colleges Group currently monitors its workforce by ethnicity, gender, disability, age religion/belief and sexuality in terms of staff profile and turnover, absence, applications for vacancies and success at interview. The Annual Workforce Monitoring Report is available on Shrewsbury Colleges Group website. A comparison of staff with students has been a recent addition to this.

An analysis of staff, governor and student profiles has been completed this year to compare how they reflect the local community. Student ethnicity is above average.

Training

Shrewsbury Colleges Group has a training programme that ensures all staff, including governors, are trained in equality and diversity. Shrewsbury Colleges Group has a Moodle page where staff can access information and resources to support this. The Moodle site includes an online training module and post-course quiz. Once the quiz has been completed successfully, a certificate of completion is sent to the member of staff. Bespoke training is provided for staff, in particular teachers who are identified as requiring improvement during the observation process, in this area. This approach has proved successful in supporting staff to improve their confidence and ability to embed equality and diversity in their teaching and learning.

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Shrewsbury Colleges Group lead for Equality and Diversity has completed the CMI Level 7 Management Award in Equality and Diversity and chairs the committee meetings.

Shrewsbury Colleges Group currently provides online Equality Essentials training to all front line staff and Governors to ensure that they are aware of appropriate procedures to accommodate people with specific needs. Where additional support is deemed necessary support is provided by College Learning Coaches. Managers and staff who contribute towards staff selection are also provided with training and guidance in order to ensure compliance in relation to equality and diversity.

Shrewsbury Colleges Group Policies and Procedures

a) Shrewsbury Colleges Group has the following policies in place for staff:

- Equality in Employment Policy
- Age Equality Policy
- Disability Equality Policy
- Race Equality Policy
- Religion and Belief Policy
- Sex Equality Policy
- Sexual Orientation Equality Policy
- Transgender Equality Policy
- Maternity, Paternity, Adoption and Parental Leave Policies

b) Shrewsbury Colleges Group has the following policies, reports and statements in place for both students and staff

- Single Equality Scheme
- Equality and Diversity Action Plan
- Equality, Diversity & Inclusion Strategy
- Annual Workforce Equality Monitoring Report
- Equality and Diversity Statement
- Disability Statement
- College's Vision, Mission and Top Objectives

These are reviewed and updated annually and are available on SharePoint and/or Shrewsbury Colleges Group website.

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- a) Shrewsbury Colleges Group will not tolerate any form of unfair discrimination or harassment based on an individual's age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race, religion or belief; gender and sexual orientation. Shrewsbury Colleges Group will investigate and address incidents of this nature.
- b) Shrewsbury Colleges Group has an Equality and Diversity calendar, which details a number of activities that celebrate diversity, British values, and commemorates a range of events, festivals and significant dates. Many of these are student led activities.
- c) Shrewsbury Colleges Group works closely with outside agencies, particularly with members of the FRESH Equality Forum, which has previously been hosted and chaired by Shrewsbury Colleges Group. The Committee has agreed a rota for attendance at the forum so that Shrewsbury Colleges Group can maintain links within the community and access information and updates about local issues.
- d) The tutorial programme includes E&D activities that link to the calendar and provides time for group discussion and the sharing of experience.
- e) The e-safety policy and the Student Zone on Moodle inform students how to keep safe online and to deal with negative issues such as cyber-bullying. Shrewsbury Colleges Group encourages staff and students to become 'e-responsible' by enjoying the benefits of new technologies whilst making them aware of, and managing, potential risks. Awareness of this is being raised by the "Digital Life" campaign, which encompasses eSafety, Social Media, Online Presence, Safety Awareness and Technical Security.
- f) Shrewsbury Colleges Group has two members of staff trained in the Prevent initiative; by disseminating their newfound knowledge it is helping colleagues to recognise and deal with signs of extremism. It is also mandatory for all staff and Governors to complete training to support this.
- g) A significant amount of work has been undertaken on improving the facilities of Shrewsbury Colleges Group. Our new Technology block has the access arrangements that are expected from a new building and the tower has a new

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lift installed. Signs throughout Shrewsbury Colleges Group now include Braille. The Reception area has been improved with the entrance now more accessible and easier to use for all. Car parking has been improved to create more spaces for drivers with disabilities.

Fitness to Study

Shrewsbury Colleges Group aims to support students' learning and academic achievements and will endeavour to make reasonable adjustments to enable students to access their course of study that is considered to be appropriate to their disability, learning difficulty or physical and mental ill-health. It may also apply when a student's condition compromises their safety or the safety of others whilst participating in a work placement or other off site activity.

Shrewsbury Colleges Group provides a range of services to support students during the application and enrolment process and their time at Shrewsbury Colleges Group, for example:

- The Counselling Service/ Health and Wellbeing Services
- Student Support
- Careers and Employability Team
- Welfare/ Safeguarding Team

Shrewsbury Colleges Group recognises that each case will be different and may require liaison with the student, parents or carers and internal and external agencies in order to reach a decision. The following are examples of when it is appropriate to consider reasonable adjustments:

- Where students are affected by conditions that require long periods of absence and treatment
- Where participation in an assessment or other course related activity would jeopardise the long-term health and wellbeing of the student due to an existing medical condition.
- Where there are doubts from staff over the student's fitness to study in Shrewsbury Colleges Group and/or within their placement because of an existing medical condition.
- Where the ability to study is deemed by Shrewsbury Colleges Group to be neither manageable nor achievable in relation to specific tasks or activities

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because of an existing condition. It may be necessary to consider awarding body criteria and the ability to study in order to complete assessments/ assignments.

- When there is disruption to teaching, learning and support of other students not otherwise covered by the Disciplinary Policy and Procedures or where unreasonable demands are being made on staff or students.
- Where there is a risk to self and others because of an existing condition.

The agreement reached in each case will differ according to the circumstances and the advice received from medical practitioners and other external experts.

Obtaining and using data

Staff profile data is compared to the local population data as it becomes available and additions made to the action plan as necessary. The results of both staff and student surveys and questionnaires inform decision making and are appraised by the Group Vice Principal Quality & Curriculum shared with the E & D Committee, Academic Leadership Team, Senior Leadership Team and Governors.

a) Involvement of Equality and Diversity groups

It is considered essential to gather a range of qualitative data. Student forums and regular learning walks provide learner voice opportunities. Students are also encouraged to make comments anonymously via Shrewsbury Colleges Group Student Services post box. Staff views are collected through a survey. The Student Perception of College Surveys (SPOC) are analysed by equality groups and any inequalities are discussed at the committee and actions agreed and added to the Action Plan.

b) Student Forums

A number of College information gathering events are held in an attempt to elicit views of our students from non-gender stereotypical courses, ethnic minorities and disabilities.

c) Reports & Surveys

Student reports and surveys are routinely analysed by protected characteristics to ensure levels of satisfaction are appropriate or where improvements are still

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required. Survey results are also used to detect achievement gaps and help Shrewsbury Colleges Group react appropriately to address them.

d) Achievement Gaps

The SAR process is used to collect data that informs our Equality and Diversity Action Plan. This will continue with agreement from the Senior Leadership Team and Governors.

Equality Impact Assessments

Impact Assessments are completed for all college policies, new processes and procedures to ensure E & D issues are considered and taken into account. Impact assessments consider disability, gender and race. Previous records are held on SharePoint and all future records will be shared with staff on the new E & D Moodle site on Staff Zone.

Regular monitoring of existing policies and procedures takes place and appropriate amendments are made and published as required.

Implementing the Single Equality Scheme**a) Accountability**

Shrewsbury Colleges Group Governors are legally responsible for promoting equal opportunities and diversity, eliminating unlawful discrimination, implementing the public sector duties and ensuring that effective policies and procedures are in place to continuously improve the quality of equal opportunities throughout Shrewsbury Colleges Group. The Governors should ensure they have an awareness of all relevant legislation, that membership of the Corporation reflects the wider community, that the strategic plan includes a commitment to equality and diversity and that they receive and respond to equal opportunities monitoring data.

The Principal is responsible to Shrewsbury Colleges Group Corporation for ensuring that equality and diversity is continuously promoted and comprehensively implemented in all aspects of Shrewsbury Colleges Group's operation.

The Equality and Diversity Committee is responsible for promoting, monitoring and reviewing the Equality Policies, and for evaluating their effectiveness. It is

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also responsible for promoting, reviewing and monitoring the development of equality and diversity activity across Shrewsbury Colleges Group.

The Committee is chaired by a Curriculum Leader/Specialist Learning Coach for E & D, and is attended by Group Vice Principal Quality & Curriculum, a member of the Corporation, Clerk to the Corporation and representation by students and both, Teaching and Learning and Support services. The group is responsible for:

- Reviewing Equality and Diversity related strategies, policies, procedures and initiatives, and to advise and make recommendations to the Senior Management Team as necessary;
- Monitoring the performance of Shrewsbury Colleges Group with regard to its equality and diversity related objectives and statutory obligations;
- Considering Equality and Diversity matters and to recommend suitable actions;
- Receive views and recommendations from student union / student forums or other groups
- Promoting a working and learning environment that values diversity, promotes inclusion, and is committed to ensuring equality of opportunity for all students, staff, visitors, service users, partners and stakeholders
- Development and implementation of the E & D Strategy in accordance with relevant legislation
- Policy and guidance development and implementation including impact assessments
- Ensuring that effective consultation and involvement is carried out with key stakeholders with respect to all relevant strategies, policies, practices and procedures
- Provision of an effective data monitoring, analysis and publishing process that supports the equality and diversity agenda
- Provision of advice, support and guidance to managers, students and staff and related partners regarding equality and diversity matters

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- Design and delivery of training initiatives to support the promotion and implementation of the equality and diversity agenda

This group will meet at least once a term and usually every half term.

Shrewsbury Colleges Group's Human Resources Department is responsible for promoting, monitoring and the implementation of all aspects of Shrewsbury Colleges Group's Equalities Policies relating to the recruitment, employment and retention of staff.

All Managers of Shrewsbury Colleges Group are responsible for promoting equality and diversity, for improving the performance of their individual curriculum or support area, and for ensuring that effective monitoring and review systems are in place. All employees of Shrewsbury Colleges Group have a responsibility for implementing this SES Policy and promoting equal opportunities in all aspects of their work.

b) Embedding equality into quality assurance

It is recognised that equality and diversity issues should not be seen as marginal to the core business of Shrewsbury Colleges Group, but should be embedded in the strategic planning and quality assurance processes. Work will be undertaken to further embed equality and diversity into the lesson observation process, the self-assessment process, and the planning process. It will also be increasingly explicit in performance management processes e.g. performance reviews and management competences.

The E & D Committee's Priorities for 2016/2017

Priority 1: To provide frequent and effective training to ensure a good understanding and awareness of Equality, Diversity and British Values.

Priority 2: To ensure Impact Assessments take place for all new policies, procedures, plans and processes

Priority 3: To embed E&D in the curriculum, work placements and in learning delivery

Priority 4: To review buildings and grounds to ensure they remain accessible and to highlight and promote E&D issues in new developments

Priority 5: To continue to raise the profile of E&D so that Shrewsbury Colleges Group is inclusive and to welcome diversity and recognise its impact on others

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Priority 6: To continue to collect and monitor data that allows Shrewsbury Colleges Group to identify areas of weakness and to take action to address them

Priority 7: To promote and raise awareness of British Values

Priority 8: To ensure students with learning difficulties and/or disabilities are encouraged to attend work placements where appropriate.

Priority 9: To monitor students, using ProMonitor flags, in receipt of Free School Meals (FSM) and to evaluate and compare their progress.

Monitoring, Reporting, Reviewing and Updating

This SES covers the period 2017/18. However, the Action Plan will be revised to include timescales and responsibility managers, and will be reviewed annually or more regularly if appropriate. It is proposed that both the SES and Action Plan will be presented to Governors each year with details of progress and/or areas for concern.

Briefings on various aspects of the progress of the SES will also be given to the SMT and ALT during the year.

Equality and Diversity Impact Measures (EDIMs)

These are used to inform the setting of targets and the measurement of our progress in achieving them, Shrewsbury Colleges Group will collect and analyse the following information by equality groups:

For learners

- Profile of learners
- Applications, success and failure rates of admission to programmes
- Retention rates
- Achievement rates
- Disciplinary action
- Complaints by learners and their response
- Satisfaction surveys

For employees

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- Profiles of employees by type of contract
- Recruitment and selection by application, short listing to interview and appointment
- Promotion application and success rates
- Disciplinary proceedings
- Grievances

Completion of this, in conjunction with Shrewsbury Colleges Group Self-Assessment Report (SAR), will inform our equality objectives which will be set and reviewed annually on the E & D Action Plan.

Complaints or Appeals

Complaints relating to equality and diversity and the SES will be handled through the usual Complaints or Grievance Procedures. Learners can use the Complaints Form or can raise issues through their course representatives or Student Council. In the case of serious complaints relating to equalities, the Curriculum Leader/Specialist Learning Coach for E & D may be appointed as the Investigating Officer. Prior to entering the formal process, complainants can speak to a colleague or a member of Student Services, or to a member of the Equality and Diversity Committee.

Publishing Shrewsbury Colleges Group Single Equality Scheme

Shrewsbury Colleges Group will make the Scheme as widely available as possible, not only to staff and students through SharePoint and Moodle but also to external partners and other stakeholders via the website. It will also be made available in hard copy to any interested parties.

We have an Action Plan, but as this is updated regularly it is not included here but available on request and on Shrewsbury Colleges Group website.

We can also provide data showing our success rates by ethnicity, disability and gender and disadvantaged area. Please contact Chris Pemberton on 01743 342348 chrisp@shrewsbury.ac.uk or Teresa Griffiths 01743 342363 teresag@shrewsbury.ac.uk