COLEG CAMBRIA

STRATEGIC EQUALITY PLAN

2024-2028

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Our Equality Mission:

To make insightful and proactive change to become a fully inclusive college culturally, emotionally, environmentally and educationally

Our Equality Values:

Intersectional and Collective, Emotionally and Culturally Intelligent, Knowledgeable and Insightful, Proactive and Responsive

Our Equality Objectives:

Objective One:
Culture of Kindness

We will ensure that a culture of kindness is holistically embedded throughout Coleg Cambria where all benefit from the principles of: safety, trust, honesty, understanding, and support

Objective Two:
Empowering with Knowledge

We will empower our colleagues, students, and wider communities with knowledge about identity, experience and culture to enable them to influence

Objective Three:
Inclusive Environments

We will audit and regularly review the inclusivity of our physical environments and spaces to guarantee all people feel welcome at Coleg Cambria

Objective Four:
Insightful EDI

We will gather appropriate data to remove barriers to equality and widen understanding of diversity

Objective Five:
Ensuring Equity

We will create equity for all through identifying and removing barriers and utilising a person centred approach to the learner and employee journey

1. Introduction

Coleg Cambria is dedicated to being a fully inclusive college, where equality and diversity are holistically embedded throughout our services. We strive to create a Coleg Cambria that is inclusive, supportive, equitable, kind, safe and understanding. At Coleg Cambria we are committed to liberating communities that experience marginalisation in society by identifying and removing barriers that are stopping them from equitably thriving.

The college is committed to ensuring that our equality, diversity and inclusion approach is underpinned by an intersectional and collective approach. We recognise that many groups and people experience discrimination in society because of their identity. We take a person centred approach to addressing discrimination in all forms, and want to support and value every member of our community regardless of their identity, characteristics, or whatever makes them, themselves. All members of the Coleg Cambria community are expected to treat each other with respect, dignity and kindness.

In recent years we have developed a new approach to equality and diversity by auditing our current status and widening the reach and prevalence of EDI throughout the college. We have made significant progress in enhancing equality, diversity and inclusion within our college, however we are continually improving. We will continue to be proactive towards equality, diversity and inclusion, and create a Coleg Cambria where everyone is valued and liberated.

We are excited to introduce the Coleg Cambria Strategic Plan for 2024-2028 which will move us into a new phase of our equality and diversity work. This plan will bring in a new era of increased focus and dedication on further integrating inclusive and equitable practices within our college.

About Coleg Cambria

Coleg Cambria has rapidly established itself as a leading UK education provider. The overriding

priority of the College is to deliver excellent teaching and learning, in order to stretch, challenge

and inspire all learners to explore and achieve their full potential.

One of the largest colleges in the UK, Coleg Cambria has 6,300 full-time students and 6,500 part-time learners. Across its six sites, Cambria offers a vast array of full-time and part-time courses including A Levels, vocational qualifications, Welsh for Adults and Higher Education programmes.

Working in partnership with over 1,000 employers, the College also offers many Apprenticeship and Traineeship opportunities with strong links to local employment.

Positioned on the border of North East Wales, Cambria offers world-class facilities using leading edge technology to facilitate new learning styles and meet business needs. The College's dynamic programme of investment in its estate and resources focuses strongly on improving the learner experience. We place our students at the centre of everything we do and pride ourselves in providing a personalised, high quality learning experience. Engagement and aspiration across the College are strong, with student and staff satisfaction clearly visible in our positive survey results.

The Law

The Equality Act 2010 introduces a single Public Sector Equality Duty (PSED). The Act prohibits discrimination in employment, education and the provision of goods and services in respect of nine 'protected characteristics' which are as follows:

Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race or Ethnicity, Religion or Belief, Sex, Sexual Orientation

The Public Sector Equality Duty states we must have due regard for the need to:

- **eliminate discrimination, harassment and victimisation** and other conduct prohibited by the Act

- **advance equality of opportunity** between people who share a protected characteristic and those who do not

- **foster good relations** between people who share a protected characteristic and those who do not

Meeting the duty will involve treating people according to their individual need, as long as this does not contravene other provisions within the Act. 'Equality' does not therefore simply mean treating everyone the same. It means understanding and tackling the different barriers to equal opportunities that different people face so that everyone has a fair chance to fulfil their potential. The overall aim of the equality duty is to ensure that equality is mainstreamed into the College's work, and that this in turn should result in more appropriately delivered services and outcomes, taking into account individual backgrounds.

2. Equality Mission and Values

At Coleg Cambria we are striving to be one of the most proactive college's in the UK for equality, diversity and inclusion. We want to be known for our inclusive approach, and take pride in how we can remove barriers and create an equitable environment for all. We have developed our overall mission to steer all of our EDI work.

Equality Mission: To make insightful and proactive change to become a fully inclusive college culturally, emotionally, environmentally and educationally

Our Strategic Equality Plan has been constructed through our underlying principles and values in our approach to EDI. These values inform how we develop, monitor and implement our objectives.

Equality Values:

Intersectional and Collective

Our vision spearheads an intersectional and person centred approach. We will create a community where everyone is valued, and where we understand the plethora of ways in which characteristics make up a whole identity. Using an intersectional lens we see how identities intersect and interact to create unique experiences of oppression. We will ensure that we take a collective approach to tackling discrimination, where communities can work together to create an environment where all people feel safe, supported, and included.

Emotionally and Culturally Intelligent

We are proud of our in-depth understanding of how experience and identity impact on people. We will ensure that all our services, offering and approaches are informed by awareness of the impact of experience on how people can access these. We utilise a trauma informed and culturally competent approach to ensure that everyone has fair access to truly benefit from all we do.

Knowledgeable and Insightful

It is essential that all of our equality work is informed by knowledge, awareness and insight into the communities that it most affects. We will strive to deepen our focus on utilising research, policy, data and insights to inform our priorities and actions under the EDI agenda. We also strive to contribute to the wider gathering of knowledge on identity and characteristics through undertaking our own research and understanding to disseminate throughout the FE Sector.

Proactive and Responsive

We endeavour to be at the forefront of EDI in FE across the UK. We want to spearhead innovative and progressive initiatives to truly make a difference to all, both within the Coleg Cambria community and beyond. We will positively impact our local communities and remain a key voice in the sector on all issues relating to equality, diversity and inclusion.

3. Equality Objectives

In setting our equality objectives we undertook consultation and research into the experience and perspectives of our learners, colleagues and governors. This enabled us to develop equality objectives that offer valuable changes to our community in supporting what equality looks and feels like to them. To understand the experience and views of our learners, colleagues and governors we consulted with:

- The College's Lived Experience Panel
- Student Representatives
- Student Equality Officers
- Governing Board

To inform the priorities and perspectives of our learners and colleagues we reviewed our:

- LIFE Survey
- Staff Survey
- Learner Voice Survey
- Progress Talks

Prior to publishing The Strategic Equality Plan, it has been approved at the following committees:

- Equality and Diversity Committee - 29th February 2024
- Communication and Culture Committee - 6th March 2024
- Finance, People and Culture Committee - 15th March 2024
- Governing Board - 20th March 2024

At Coleg Cambria we take an intersectional and collective approach to equality, diversity and inclusion. This means that we undertake projects, initiatives and changes to affect the culture, ethos and understanding for all. Our equality objectives reflect this approach through focusing on overall goals that will benefit the whole community regardless of their characteristics. In preparing our report we have reviewed our current data on protected characteristics of our learners and colleagues to ensure that we understand the diversity of our community. Our latest equality information can be found in our Annual Equality Report 2023.

We have also published our Gender, Ethnicity and Disability pay gaps and will continue to publish these annually. We have developed an action plan to address the actions which can be found in our Pay Gap Report 2023. These actions will be embedded within our internal Equality Action Plan.

We have also developed an **Anti-Racist Action Plan** which supports our goals to be an anti-racist organisation. This is regularly reviewed. Similarly, these actions will also be embedded within the internal Equality Action Plan.

	Age	Disability	Gender Reassignment	Marital Status	Pregnancy or Maternity	Race or Ethnicity	Religion or Belief	Sexual Orientation	Sex	Harassment, Discrimination, Victimisation	Equality of Opportunity	Foster Good Relations
Objective One: Culture of Kindness We will ensure that a culture of kindness is holistically embedded throughout Coleg Cambria where all benefit from the principles of: safety, trust, honesty, understanding, and support												
Formulate a cohesive approach to preventing, reporting and responding to peer-on-peer abuse	☑	☑	☑			☑	☑	☑	☑	☑		
Ensure that all our support provisions holistically embed an understanding of identity, experience and characteristics		☑	☑			☑	☑	☑	☑			☑
Celebrate key equality days throughout the year with enhanced knowledge, events and activities		☑	☑			☑	☑	☑	☑			☑
Develop opportunities for learners, colleagues and the wider community to actively participate in creating a more equitable society	☑	☑	☑	☑	☑	☑	☑	☑	☑		☑	
Understand the changing learner experience to embed and promote respect and tolerance	☑	☑	☑	☑	☑	☑	☑	☑	☑			☑

3. Equality Objectives

	Age	Disability	Gender Reassignment	Marital Status	Pregnancy or Maternity	Race or Ethnicity	Religion or Belief	Sexual Orientation	Sex	Harassment, Discrimination, Victimisation	Equality of Opportunity	Foster Good Relations
Objective Two: Empowering with Knowledge — We will empower our colleagues, students, and wider communities with knowledge about identity, experience and culture to enable them to influence												
Creating and delivering a comprehensive equality training programme for colleagues	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Ensuring understanding of identity, experience and culture is embedded within the curriculum	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
Fostering a shared equality language informed by sector policy and insights to enable conversation	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
Developing part-time courses related to equality, diversity and inclusion to empower our wider communities	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
Objective Three: Inclusive Environments — We will audit and regularly review the inclusivity of our physical environments and spaces to guarantee all people feel welcome at Coleg Cambria												
Establishing a process for annual inclusion audits of all our sites, spaces, and future planning and liaising with specialist organisations to inform this		✓	✓		✓		✓			✓		
Building appropriate facilities for all identities on every site including infrastructure and offerings		✓	✓		✓		✓				✓	
Utilising new and emerging technologies to innovate and enhance equality provision	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Reviewing our communications to explore and understand the impact of the language we use		✓				✓				✓	✓	
Visually displaying our commitment to equality, diversity and inclusion to communicate Coleg Cambria as a safe space for all	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
Objective Four: Insightful EDI — We will gather appropriate data to remove barriers to equality and widen understanding of diversity												
Reviewing our data capturing methods to ensure employee and learner equality data is accurate and appropriate	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Utilising data, research and policy to inform all equality planning and remaining knowledgeable on changing landscape of EDI	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
Reviewing our EIA guidelines, and expanding the use of EIAs outside of just policy to explore all processes and services at the college	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Broadening the prevalence of equality within our governance structures to ensure that it is woven within everything we do	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Using national benchmarking tools and frameworks to monitor our position related to equality, diversity and inclusion	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Objective Five: Ensuring Equity — We will create equity for all through identifying and removing barriers and utilising a person centred approach to the learner and employee journey												
Providing appropriate support and learning experience for non-FE pathways	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Offer a supportive transition experience for learners from diverse communities to ensure all feel understood and included starting at Coleg Cambria	✓	✓	✓			✓	✓	✓			✓	
Innovate solutions to ensure staff recruitment, progress and is equitable and inclusive	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Annually review our gender, ethnicity and disability pay gaps and undertake actions identified to reduce gaps		✓				✓			✓	✓		
Expanding our DICE Dashboard to review, monitor, and target intervention across identified gaps	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

Objective One:
Culture of Kindness

We will ensure that a culture of kindness is holistically embedded throughout Coleg Cambria where all benefit from the principles of: safety, trust, honesty, understanding, and support

To achieve this objective we will:	Timescale (detailed action plan monitored internally)		
	Early phase work	**Medium term goals**	**Long term goals**
Formulate a cohesive approach to preventing, reporting and responding to peer-on-peer abuse	Research into the prevalence and experiences of the issue and raise awareness among staff and learners	Develop a strong reporting system and staff training programme to adequately respond to the issue	Monitor the data in regards to reporting and develop an educative programme to prevent the issue
Ensure that all our support provisions holistically embed an understanding of identity, experience and characteristics	Identify barriers to engagement with support services from different groups of people	Develop resources to ensure that services have an understanding of identity, experience and characteristics	Enact changes to our services in line with best practice to ensure support is accessible for all
Celebrate key equality days throughout the year with enhanced knowledge, events and activities	Create an interactive equality calendar that identifies key days throughout the year and provides information	Deliver enhanced events and activities to celebrate key cultural and celebration days	Coordinate the events from our various offerings to develop a consistent approach to supporting days
Develop opportunities for learners, colleagues and the wider community to actively participate in creating a more equitable society	Review our learner and staff representation systems to holistically embed lived experience within planning	Strengthen our connections with local community groups, agencies and organisations that support equality	Involve staff and learners in external and internal activities, events and initiatives to support EDI
Understand the changing learner experience to embed and promote respect and tolerance	Consult with learners to deepen our understanding of their experiences and identities	Raise awareness to staff on the experiences of learners and develop a collaborative approach to behaviour	Develop an emotionally and culturally intelligent approach to learner behaviour

Objective Two:
Empowering with Knowledge

We will empower our colleagues, students, and wider communities with knowledge about identity, experience and culture to enable them to influence

To achieve this objective we will:	Timescale (detailed action plan monitored internally)		
	Early phase work	**Medium term goals**	**Long term goals**
Creating and delivering a comprehensive equality training programme for colleagues	Audit our current training offering and needs of colleagues to identify training for development	Design and deliver a new enhanced programme of staff equality training	Continually review and improve our training provision and explore options for external delivery to wider community
Ensuring understanding of identity, experience and culture is embedded within the curriculum and MADE programme	Utilising advice, guidance and resources Curriculum Directors will undertake audits of to identify the current prevalence of EDI and identify areas to improve	Work with national projects and schemes to embed a diverse curriculum within our offering	Develop a sharing scheme for departments to share best practice on embedding EDI into the curriculum with the wider college
Fostering a shared equality language informed by sector policy and insights to enable conversation	Review our Equality and Diversity dictionary and resources for people to understand equality language	Work with the sector to develop shared definitions for terms related to EDI to establish a shared language	Continually review the language we use to discuss EDI with insights from learner and staff engagement
Developing part-time courses related to equality, diversity and inclusion to empower our wider communities	Strengthen our staff training to support the development of resources and knowledge	Strengthen our staff training to support the development of resources and knowledge	Launch a part-time course on equality, diversity and inclusion to the wider community

Objective Three:
Inclusive Environments

We will audit and regularly review the inclusivity of our physical environments and spaces to guarantee all people feel welcome at Coleg Cambria

To achieve this objective we will:	Timescale (detailed action plan monitored internally)		
	Early phase work	**Medium term goals**	**Long term goals**
Establishing a process for annual inclusion audits of all our sites, spaces, and future planning and liaising with specialist organisations to inform this	Review previous inclusion audits of sites to ensure that actions were completed	Develop a process for an annual inclusion audit of all our sites and consult with specialist organisations to develop	Embed a process for inclusion audits and equality impact assessments into future planning and new building
Building appropriate facilities for all identities on every site including infrastructure and offerings	Review our current facilities to develop a picture of the current inclusivity of all sites	Consult with those with lived experience to understand where improvements to facilities can be made	Ingrain appropriate facilities on every college site and continue to consult with communities on improvements
Utilising new and emerging technologies to innovate and enhance equality provision	Undertake research and discussions to gain insights into the changing technological landscape in regards to EDI	Pilot the use of new and emerging technologies, software and digital resources to support inclusion across college, with consideration of mitigating ingrained biases and the potential for a digital divide and access across protected characteristics.	Review the use of these technologies and continue to develop innovative solutions to equality and inclusion.
Reviewing our communications to explore and understand the impact of the language we use	Implement a 'plain English/plain Cymraeg' guidelines that focuses on making language accessible	Embed trauma informed language guidelines within our communications	Understand experiences of those with English as a second language and use innovative technologies to develop communications that support them
Visually displaying our commitment to equality, diversity and inclusion to communicate Coleg Cambria as a safe space for all	Identify and develop our core EDI values that we wish to display across our communities	Identify a visual equality communication campaign to be displayed across our facilities and environment	Develop a scheme for what 'safe spaces' look like and train staff on how to develop their area into this

Objective Four:
Insightful EDI

We will gather appropriate data to remove barriers to equality and widen understanding of diversity

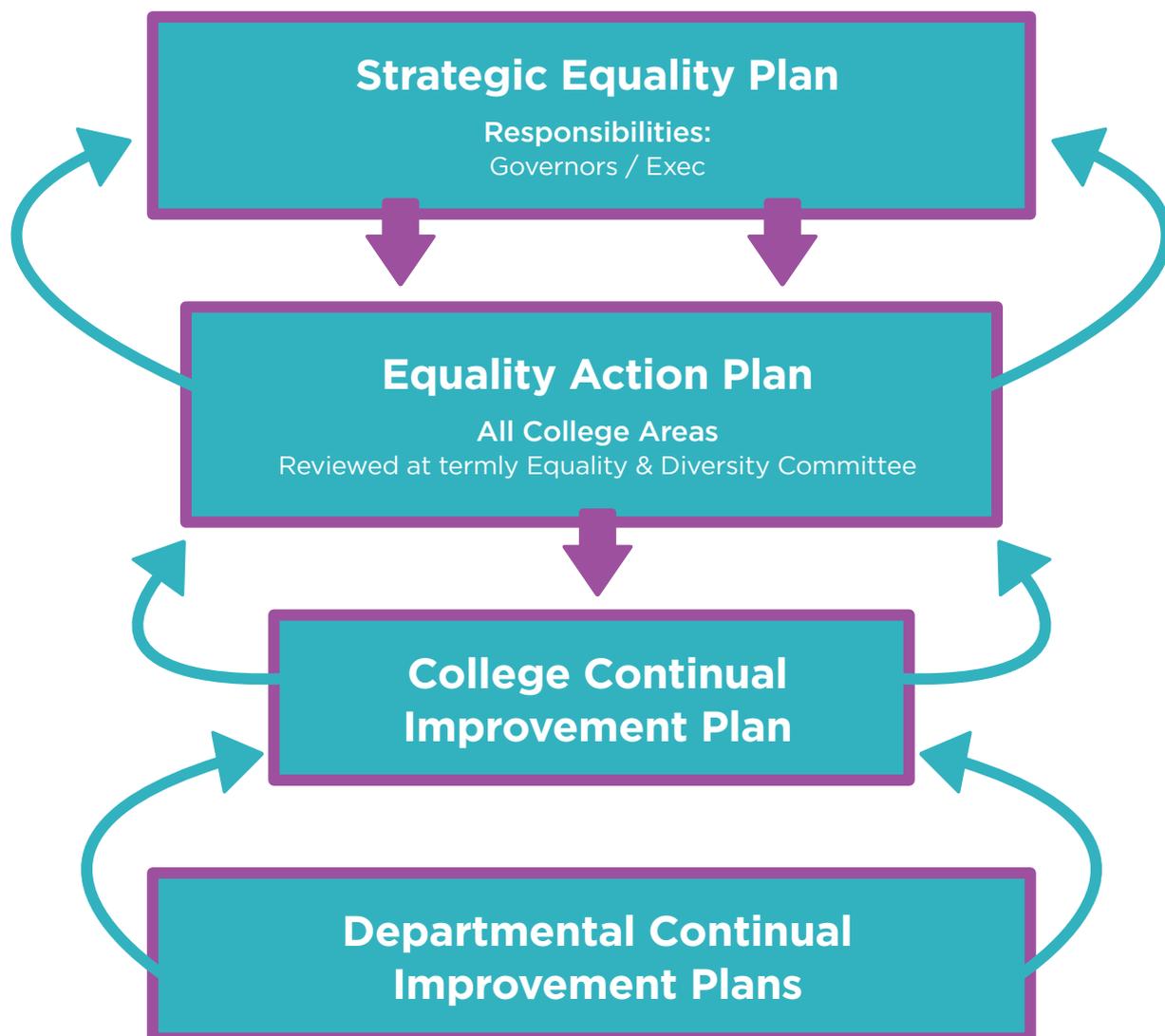| To achieve this objective we will:	Timescale (detailed action plan monitored internally)		
	Early phase work	**Medium term goals**	**Long term goals**
Reviewing our data capturing methods to ensure employee and learner equality data is accurate and appropriate	Identify the ways in which we currently capture equality data and innovate solutions for improving data quality	Ingrain new systems for equality data capturing that give room for people to update their characteristics	Monitor our data to identify trends to proactively respond to need and changes
Utilising data, research and policy to inform all equality planning and remaining knowledgeable on changing landscape of EDI	Ingrain data, research and policy insights into our EDI offering and build a deeper picture of the landscape	Undertake our own research and insight activities to create a deeper understanding of how EDI impacts us	Disseminate and share our learning wider through contribution at conferences, blogs and national initiatives
Reviewing our EIA guidelines, and expanding the use of EIAs outside of just policy to explore all processes and services at the college	Review our EIA format, guidelines and training to develop in depth and genuine assessment	Pilot new materials and monitor the impact generated through engagement with colleagues using them	Roll out EIAs from just policies to look at processes, services and departments
Broadening the prevalence of equality within our governance structures to ensure that it is woven within everything we do	Develop the Equality Action Plan following the Strategic Equality Plan publishing	Review the membership and terms of reference of the Equality & Diversity Committee	Embed EDI within the wider college continual improvement processes
Using national benchmarking tools and frameworks to monitor our position related to equality, diversity and inclusion	Identify key benchmarking tools and frameworks that will be beneficial to our EDI priorities	Strengthen connections to EDI arms of bodies and organisations e.g. Colegau Cymru, Association of Colleges	Undertake work to achieve national accreditations and awards for areas of EDI we wish to develop

Objective Five:
Ensuring Equity

We will create equity for all through identifying and removing barriers and utilising a person centred approach to the learner and employee journey

To achieve this objective we will:	Timescale (detailed action plan monitored internally)		
	Early phase work	**Medium term goals**	**Long term goals**
Providing appropriate support and learning experience for non-FE pathways	Audit our current provisions for non-FE pathways and their approaches to EDI	Research into the data and experience of learners in non-FE pathways in regards to EDI	Staff and leaders in non-FE pathways to receive targeted advice and guidance as well as training
Provide a tailored transition experience to ensure learners from diverse communities feel supported and included as they start their journey at the College	Research into the current transition experience of learners from diverse communities	Pilot new and innovative ways of offering a supported transition to learners from diverse communities	Strengthen connections with local groups and communities to enhance the transition support
Develop and implement innovative recruitment and employment progression practices aimed at enhancing inclusivity and accessibility throughout all stages of the employee journey	Conduct research into the experiences of staff and unsuccessful candidates in regards to inclusion Medium term goals	Enact the actions identified from the Inclusive Recruitment project to enhance the recruitment experience	Embed progression schemes for staff from all levels to explore other careers within the organisation
Review our gender, ethnicity and disability pay gaps and undertake actions identified to reduce gaps	Annually review our gender, ethnicity and disability pay gaps to track trends and continually monitor	Embed the actions from the 2023 pay gap report into our Equality Action Plan	Monitor the gender, ethnicity and disability pay gaps to measure impact of actions
Expanding our DICE Dashboard to review, monitor, and target intervention across identified gaps	Improve our data gathering methods to capture appropriate data to feed into our DICE dashboard	Develop ways in which learner data can be updated in year to allow for changeable characteristics to be monitored e.g. gender, sexuality, religion	Embed new characteristics within DICE and develop a staff training exploring using DICE to enhance equality

4. Arrangements

Arrangements to monitor progress on meeting our equality objectives

- The College will identify equality objectives within a Strategic Equality Plan every four years.
- To monitor the progress on meeting our equality objectives the college will develop an internal Equality Action Plan which will overview the actions required to achieve our objectives.
- The Equality and Diversity Committee will monitor the Equality Action Plan to ensure its completion in line with college governance and continual improvement processes.

- The College will publish our progress on achieving the Equality Action Plan, as well as all relevant equality information in respect of the protected characteristics in an annual Equality Impact Report. This will be published on the college website each September.
- A designated senior post holder has the strategic responsibility for the equality and diversity agenda and oversees the implementation, monitoring and review of equality and diversity through the organisation.
- The College employs a full-time Equality and Diversity Coordinator who is responsible for promoting EDI within the organisation.

Strategic Equality Plan

Responsibilities:
Governors / Exec

Equality Action Plan

All College Areas
Reviewed at termly Equality & Diversity Committee

College Continual Improvement Plan

Departmental Continual Improvement Plans

4. Arrangements

Arrangements to identify, collect and publish equality information

- To collect information about how we relate to general duty, colleagues responsible for actions within the internal Equality Action Plan will be within the membership of the Equality & Diversity Committee and will update termly on their progress.
- The HR team will annually collect information in relation to gender, ethnicity and disability pay gaps. This will be published annually and actions identified for closing the gaps will be embedded within the internal Equality Action Plan. An Action Plan for our current pay gaps can be found in our **Pay Gap Report.**
- Learners and staff can disclose 'protected characteristics' including any disabilities or other needs. The college will provide reasonable adjustments in response to individual needs and will not disadvantage anyone on the basis of such needs.
- Where protected characteristic and support need data is gathered and stored by the College, it will be done so appropriately and in line with data protection guidelines.
- The College adopts and is continually improving appropriate systems for gathering: staff, student, job applicant and student applicant data in relation to protected characteristics.
- The College records and regularly monitors data regarding the progress of different characteristic groups to ensure that any gaps are adequately identified and addressed.

Arrangements for assessing impact on Protected Groups

- The College will carry out Equality Impact Assessments to assess the implications of policies and practices on people with protected characteristics. EIAs are reviewed and authorised by the Equality and Diversity Coordinator.
- Where a substantial impact on our ability to meet the general duty is identified this will be published within our annual Equality Impact Reports.
- The College is continually developing our guidance and support for staff completing Equality Impact Assessments. We supply toolkits and support to staff who are assessing the impact of their policies and practices.
- The College has effective support and complaints mechanisms in place for anyone that has witnessed or experienced harassment, discrimination or victimisation.

Arrangements for promoting understanding of the PSED and equality objectives

- The College will publish its Strategic Equality Plan, Equality Impact Report, Gender Pay Gap Report and any other relevant plans and reports on the website.
- The college will promote the Strategic Equality Plan and our commitment to equality and diversity throughout our internal and external communication.
- The college promotes awareness of the general and specific duties to colleagues through information and training delivered throughout the year.
- This strategy applies to all members of the College community including colleagues, learners and visitors. The strategy also applies to our external contractors, employers and other partners with whom the College collaborates with.
- The strategy applies to all sites and premises belonging to Coleg Cambria or used by Coleg Cambria for carrying out its functions.
- Training is facilitated in collaboration with the Inclusion Team by the Professional Learning team who identify training needs of individuals and departments.
- All new starters undertake training on equality and diversity that details our duties and their responsibilities to uphold the duties. Our specific college approach to EDI is delivered to staff through the new starter inclusion induction.

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2024-2028