

EQUALITY



& DIVERSITY

2022-2024 ACTION PLAN

Our Goal: To Be The Most Inclusive College in Wales by 2024

At Coleg Cambria we understand the importance of actively working towards making our college the most inclusive, equal and supportive place for everyone. We are committed to constantly improving our services to be inclusive to all.

This action plan lays out a new phase for Equality & Diversity at Cambria, as we strive towards our goal of being *“The Most Inclusive College in Wales by 2024”*.

Working towards this goal will take commitment from our whole Cambria community. We need every single staff, learner, stakeholder and partner to understand and practice the ethos of inclusivity with us.

Together we will make Cambria truly equal, diverse and inclusive.

*For more information contact: **equalityanddiversity@cambria.ac.uk***

OUR AREAS OF FOCUS

**VISIBLE, HOLISTIC
&
INTERSECTIONAL
APPROACH**

**POLICIES,
PROCESSES &
GOVERNANCE**

**PROMOTING
RESPECT &
PREVENTING BIAS**

**COMMITMENT &
KNOWLEDGE**

**LEARNING &
EDUCATION**

**LIVED
EXPERIENCE**

VISIBLE, HOLISTIC & INTERSECTIONAL APPROACH

- We will develop an approach that ensures equality, diversity and inclusion is holistically embedded throughout all aspects of service delivery.
- This will ensure that individual characteristics, and the intersection of characteristics is championed.
- We will be visible to our staff, learners and stakeholders, as well as the wider community, about our approach.

YEAR ONE

YEAR TWO

- Devise a branded Equality Advice Service for staff and students to access.
- Establish online resources and advice, guidance and support for the service.

- Evaluate the Equality Advice Service data from year one to analyse key trends.
- Expand the Equality Advice Service out to stakeholders and partners e.g. WBL employers, parents, governors etc.

- Analyse performance of the review of college buildings for accessibility
- Create guidance for estates around access and awareness of physical sites

- Establish a framework for catering to all characteristics in our physical facilities
- Ensure all future planning is equality impact assessed

- Outline the current prevalence of inclusion within non-FE pathways e.g. HE, WBL, ESOL
- Embed the inclusion team (E&D, Mental Health & ALN) within these departments to support their work
- Audit inclusion team offering to consider non-FE pathways

- Create tailored intervention in each non-FE pathway for the implementation of inclusion team's offering
- Ensure all Equality & Diversity policies and processes are fit for purpose for non-FE pathways

YEAR ONE

YEAR TWO

- Increase our public voice on equality issues by sharing stances on national issues
- Increase the presence of equality issues throughout our social media
- Develop a series of student and staff facing campaigns to focus on key equality issues

- Work with student and staff equality networks to embed lived experience and voice into campaigning work
- Expand our campaigns to the wider public

- Develop guidance on equality events throughout the year for staff and learners and support with resource and information
- Lead on celebration and awareness raising for key events

- Increase Coleg Cambria prevalence in community events related to equality
- Engage with the wider community to become a nexus for inclusion related events and information within North Wales

- Maintain prevalence in national conversation around equality
- Continue to maintain networks and contacts

- Lead on key projects and areas in wider discussion
- Become champions within the sector on equality

COMMITMENT & KNOWLEDGE

- We will ensure that all members of our college community are truly committed to upholding equality, diversity and inclusion at our institution.
- We will ensure we equip all our staff and learners with the knowledge they need to embed equality into the college.
- We will share our knowledge and expertise with the wider sector and community.

YEAR ONE

- Assemble a strong cohesive staff training programme
- Develop [resources and toolkits](#)
- Update the compulsory Equality and Diversity briefing
- Create specific managers training
- Increase presence of equality at staff induction days

- Undertake a literature review of the sector and analyse any key gaps in knowledge
- Undertake research projects to utilise our specific areas of expertise and plug the sector wise knowledge gaps
- Pilot a Student Research Internship for learners over summer to support equality related research projects

YEAR TWO

- Create an accreditation scheme for staff who undertake equality training and engage with initiatives
- Pilot staff 'Learning Circles' on key equality issues to promote collaboration

- Publish and present on learning from year one summer research project
- Continue the Student Research Internship, and explore integrating academic staff to support this project

YEAR ONE

- Offer leadership and campaigning training to our equality student leaders
 - Communicate with learners about key equality issues, how to engage with changemaking processes, and educate on identity focused politics
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- Design and deliver a pilot 'Equality and Diversity' non-accredited qualification for our staff

YEAR TWO

- Support student leaders to campaign nationally through relevant groups e.g. NUS
 - Establish a student campaigning group to support with college wide campaigns and engage with local community
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- Expand on the 'Equality and Diversity' qualification to create a commercial accredited qualification accessible to public

POLICIES, PROCESSES & GOVERNANCE

- We will ensure that our policies, processes and governance have been proactively audited for inclusivity.
- We will ensure our policies are fit for our purpose for all members of our community.
- We will ensure that inclusivity and diversity is embedded throughout so that we have a focus on improving equality as an institution.

YEAR ONE

YEAR TWO

- Embed Equality Impact Assessments into all our services and offering
- Review the process of EIAs
- Create updated guidance and advice on EIAs
- Develop knowledge on intersectionality

- Create an auditing tool for each service and area to assess their offering for each characteristic
- Ensure intersectionality is embedded in Equality Impact Assessments
- Subscribe to the Welsh Socio Economic Duty

- Organise the E&D related policies so all are aligned and consistent
- Establish a specific E&D policy
- Review our current policies around E&D

- Construct a series of guidelines that cater to the enhancement and promotion of support for all characteristics. This must include staff and learners.

- Examine Governor's current knowledge, understanding and engagement with E&D initiatives
- Establish Equality training for Governors

- Offer Equality Advice Service to Governor's
- Embed strategic discussions and updates on equality within the governing board

YEAR ONE

YEAR TWO

- Update systems for gathering learner data on different characteristics
- Gather staff data on Neurodiversity to offer tailored support and guidance
- Pilot the LIFE survey to staff

- Analyse LIFE survey data across all learner characteristics to see wellbeing and support
- Expand LIFE survey to all staff
- Analyse staff and learner data in contrast to the 2021 census data

- Update student code of conduct to include Equality and Diversity

- Create a college wide values programme that supplements the code of conduct and focuses on respect and tackling harassment

- Equality and Diversity to be embedded into all governance and strategic planning
- E&D to be a standard item on all team meetings and strategic planning meetings
- E&D to be standard on JNCC's & Equality and Diversity Coordinator to be in attendance

LEARNING & EDUCATION

- We will provide a truly equitable and inclusive education where all learners regardless of their background are supported to achieve.
- We will create truly inclusive curriculums that is reflective of our learners and their characteristics.
- We will ensure that learner voice is embedded into this process so our teaching and learning is representative of our diverse community.

YEAR ONE

YEAR TWO

- Analyse the college wide attainment gaps and progress from the mandatory targets
- Share best practice from across departments
- Audit each curriculum area for their specific attainment gaps, and their current initiatives to support this

- Create action and support plans for each curriculum area based on their specific attainment gaps with targets for closing them

- Ask and analyse questions on inclusivity of curriculum onto student feedback forms
- Develop a diversifying curriculum toolkit to support curriculum areas
- Embed equality within the ADRE process

- Audit curriculum areas for the diversity of their curriculums and offer targeted support and goals to diversify their curriculums

- Offer resource and guidance to Progress Coaches on E&D related elements of MADE programme
- Pilot equality sessions in PC curriculum

- Offer equality sessions delivered by E&D Coordinator throughout PC curriculum across each area

PROMOTING RESPECT & PREVENTING BIAS

- We will create an environment where bias and harassment is efficiently challenged, not tolerated and adequately responded.
- We will ensure that all members of our college community understand and champion our no tolerance approach to bias and harassment.
- We will train and educate all our staff and learners on identifying, understanding and preventing bias and harassment across the college.

YEAR ONE

YEAR TWO

- Audit the staff and student reporting process for incidents of harassment, hate crime and sexual misconduct
- Improve student and staff awareness of reporting systems
- Review and update bullying and harassment policies

- Audit the staff and student disciplinary process in relation to these issues
- Develop training on harassment, hate crimes and sexual misconduct for all staff involved in discipline and investigation

- Audit what support is available to staff and students who have disclosed an incident
- Coordinate this support and align with the reporting process

- Create a robust and student friendly reporting system for harassment, hate crime and sexual misconduct e.g. [report + support](#)
- Analyse the viability of combining the staff and student reporting processes
- Become a hate crime reporting centre

- Update the disciplinary processes to ensure they can cater to these specific issues
- Examining the processes in relation to staff-to-student harassment

- Audit what support is available to staff and students who have been accused of an incident
- Coordinate this support and align with the disciplinary process

YEAR ONE

YEAR TWO

- Pilot training on bias, harassment, hate crimes and sexual misconduct to relevant teams e.g. safeguarding, mental health, support services

- Expand training on bias, harassment, hate crimes and sexual misconduct to all staff

- Run a campaign on bias, harassment, hate crimes and sexual misconduct to students
- Research into the current knowledge base of our learners
- Learn from upcoming Estyn report on sexual harassment and other relevant data

- Add respect and consent into the MADE programme curriculum
- Create a training programme for students on different elements of harassment to be utilised in PC sessions e.g. [Warwick example](#)

- Work within collaborative project to learn from best practice in the sector

- Expand on collaborative project, or lead on our own following outcomes of year one

LIVED EXPERIENCE

- We will ensure that all of our equality work is spearheaded by members of marginalised communities, and the voices of our learners and staff are placed at the forefront of our progress.
- We will raise the voices of our diverse community to ensure we are truly learning from lived experience.
- We will offer opportunities for our staff and learners from all backgrounds to grow and develop.

YEAR ONE

YEAR TWO

- Establish and thoroughly train Student Equality Officers & Student Equality Leads
- Create Student Equality Forum to feed into Equality & Diversity Committee
- Support and analyse the existing LGBTQ+ Student Groups

- Create Student Campaigning Group
- Expand student community groups based on need across sites utilising the Wellbeing Assistants to support

- Reform the Staff Network Process
- Establish a Staff Equality Forum for all staff to feedback and engage with

- Implement a reward and recognition system for staff who support equality initiatives within college
- Develop staff Equality Champions on each site to highlight site specific issues

- Create guidance for Equality Impact Assessments of all job adverts, job descriptions and interviews
- Develop a training programme on inclusive interviews and unconscious bias for all involved in interviewing

- Work with recruiters who specialise in diversification to recruit leadership and governors
- Establish a staff leadership scheme specifically for those from underrepresented groups in our leadership