Equality Diversity & Inclusion Action Plan for 2023/24

Outcome for Learners: Use data and information systems to monitor, analyse and raise the success rates for all students					
Key actions		How will this be done and or evidence sources	Lead department/person	By when	Achieved /progress to date	Status
1.1	Analyse student retention and achievement rates by equality strands and address any success rates that are below College and national averages and identify any targeted support needs.	• Performance reports looking at retention and achievement rates • Implement specific actions • Monitor impact of targeted support • Identify areas requiring additional support activity through campus and Directorate SARS- explicit actions required in the QIPs • Utilise maps of enrolment to establish causal links between home/ travel and achievement • Campus –based award ceremonies to raise profile of success at lower levels and celebrate achievement for wider group of learners	Group Director of Quality Group Director MIS	Oct 2024 July 2024		
1.2	Analyse student disciplinary action by equality strands and address any adverse impact.	• Student disciplinary records • Timpson report • Attendance	Deputy Principals – campus level Principal with E&D oversight Heads of Centre	Jan 2024 July 2024		
1.3	Analyse take up of student support services and enrichment activities.	• Enrichment and mentoring SAR • Ensure service and activities are accessible to learners • Feedback from students via focus groups • Personal Development, Behaviour and Welfare	Report by campus: Safeguarding and Enrichment leads Group Head Tutorial & Enrichment	Ongoing Sept 2023 July 2024		

| 1.4 | Student complaints | • Review the nature of student complaints by campus gender and ethnicity | Group Director: Quality and Data | October 2024 | . | |

Quality of Teaching Learning and Assessment: Embed equality and diversity into the student experience by removing barriers and ensuring all students have access to College resources

Key actions	How will this be done and or evidence sources	Lead Department /person	By when	Achieved /progress to date	Status

2.1	Identify and continue to ensure learners have access to appropriate support.	• Learner Support Service's records • Review impact of support offered • Ensure service accessible to learners • Personal Development, Behaviour and Welfare • Ensure non-compulsory disclosures are encouraged and supported during enrolment and induction to increase awareness of LACs/ non- EHCP covered learning needs as vulnerable groups	GCD ALS Campus Safeguarding and Enrichment Leads Deputy Principals Group Head Tutorial & Enrichment	First review November 2023 April 2024 July 2024		
2.2	Continue to ensure curriculum and support services deliver activities	• Enrichment activities • Learner voice • Tutorial programmes • Student Handbook • Diversity calendar	Group Safeguarding Lead (DSL) Campus Safeguarding and Enrichment Leads Deputy Principal: Ardleigh Green Campus	Aug 2023 Ongoing July 2024		

	that support the promotion of EDI and tackle discrimination through tutorial/pastoral support.	• British values • Personal Development, Behaviour and Welfare • Tutorial/enrichment	Group Head Tutorial & Enrichment		
2.3	Continue to ensure EDI is embedded in the classroom by; Better promotion through the use of naturally occurring opportunities in lessons as related to their subject specialism.	• Check SOW and lesson plans for evidence of differentiation • Visit classes as part of lesson observation scheme and/or through informal observations • Student survey • Teaching materials used before, during and after lessons • Sharing of good practice through the use of Learning Coaches on CPD days and via Moodle	Principals Group Director of Quality & Data	Sept 2023 ongoing July 2024	
2.4	Ensure remote working does not adversely affect students.	• Check all students can access the VLE, TEAMs remotely • All students are appropriately supported including SEND learners • Review outcome of blended learning	Principals Group Director of Quality & Data Group Director Systems	Sept 2023 ongoing 9 July 2024	
Leadership and Management: Actively promote equality & diversity and receive feedback from staff, learners, employers and other partners of the College					
Key actions		**How will this be done and or evidence sources**	**Lead department/person**	**By when**	**Achieved /progress to date**	**Status**
3.1	Continue to ensure all staff, students and key stakeholders understand their obligations under the Equality and Diversity Action Plan (SES).	• All staff, students and key stakeholders receive E&D training • E&D is an integral part of staff and student induction programmes and is monitored by EDSG. • Access to work	Group Executive Director of HR	Sept 2023 ongoing Dec 2023 July 2024	

	Key actions	How will this be done and or evidence sources	Lead department/person	By when	Achieved /progress to date	Status
3.2	Continue to ensure marketing activities and the promotion of the College positively reflect the College's ethos and commitment to E&D.	• Marketing and promotional materials and activity • Learner success stories • Recruitment adverts	Group Director of Marketing Group Executive Director of HR	Aug 2023 ongoing April 2024		
3.3	Continue to ensure students are Safe and free from discrimination, harassment and bullying while accessing college services.	• Tutorial Programme • Monitor student complaints' procedure • Work with external agencies and partners on employer agreement (requires employers to have an Equality Policy in place or abide by the College's policy) • Student surveys • HR policies and processes • Personal Development, Behaviour and Welfare	Principals Deputy Principals	Aug 2023 Ongoing Jan 2024 May 2024 July 2024		
3.4	Continue to ensure EDI is a requisite part of contract tendering processes.	• EDI policies required at the due diligence stage for potential partners and suppliers • Check contracts for E&D criteria • Contract monitoring meeting minutes	Deputy CEO Group Director Estates Group Director of Apprenticeships and Business Development	Aug 2023 ongoing		
3.5	Produce EDI annual report for 2020/21.	• Action Plan produced and acted upon • Interim workforce annual report • Final workforce report	Group Executive Director of HR	Sept 2023 ongoing April 2023 Oct 2023		
Leadership and Management: Ensure Black Lives Matter strategy actions are implemented						
Key actions		**How will this be done and or evidence sources**	**Lead department/person**	**By when**	**Achieved /progress to date**	**Status**
3.6	Establish a Black Lives Matter forum group to discuss issues relating to Black staff, students and other key stakeholders.	• Working group to feed into the Equality and Diversity steering group • Identify experiences of Black staff, students and key stakeholders • Ensure organisational representation of Black staff particularly at management and Board levels • Identify areas of the curriculum that need to be decolonised • Discuss issues pertaining to respect and justice	DP Redbridge Group Executive Director of Human Resources Principals	From Oct 2023 June 2024		

	Key actions	How will this be done and or evidence sources	Lead department/person	By when	Achieved /progress to date	Status
3.7	Continue to ensure students and staff are free from discrimination, harassment and bullying around LGBTQ while accessing college services.	• Establish working group for LGBTQ students and a working group for LGBTQ staff to identify their experiences at NCC and address any issues of concern.	Group Executive Director of Human Resources Principals	July 2024		
3.8	Continue to address issues relating to sexual violence and micro-aggression (so-called 'rape culture')	• Embed into tutorial programme • Teaching materials used before, during and after lessons promote an inclusive culture • CPD agenda for staff	Principals Tutorial Lead Group Director Teaching & Learning	July 2024 July 2024		
Leadership and Management: Ensure building, facilities and services are accessible to learners, staff and other stakeholders						
Key actions		**How will this be done and or evidence sources**	**Lead department/person**	**By when**	**Achieved /progress to date**	**Status**
4.1	Ensure that the College's Property Strategy takes account of any E&D Issues.	• Check implementation plans for Property Strategy	Group Director of Estates Group Head Strategic Projects	Aug 2023 ongoing		
Personal Development, Behaviour and welfare: Ensure advancing equality and engaging with diversity are well embedded in the delivery of activities which promote development and positive behaviour and in the implementation of our duties for welfare, safeguarding and promoting shared values						
Key actions		**How will this be done and or evidence sources**	**Lead department/person**	**By when**	**Achieved /progress to date**	**Status**
5.1	Promoting activities within the college experience to those who have previously not engaged. Promoting diversity through all behaviour and welfare activities.	• Positive role models • Matrix accreditation • Risk assessment to individuals • Equality and Diversity ethos	Principals Deputy Principals Enrichment and safeguarding leads Group Head Tutorial & Enrichment	Sept 2023 Ongoing May 2024 July 2024		