



**Huddersfield New College
Equality Objectives 2015 - 2018**

Regulation 3 of The Equality Act 2010 (Specific Duties) Regulations 2011 requires Colleges to:

- Publish information to demonstrate compliance with the general Equality Duty by no later than 31 January 2012 and at least annually thereafter, and;
- Prepare and publish equality objective(s), by no later than 6 April 2012 and at least every four years thereafter. The objective(s) should focus on what the College believes it should reasonably achieve to further one or more aims of the general Equality Duty and must be specific and measurable.

Specific Measurable Achievable Relevant and Realistic Timely

College Aim: To foster good relations between persons who share a relevant protected characteristic and persons who do not share it (e.g. deal with prejudice and promote understanding between people from different groups).								
Equality Objective: To work towards achieving the BIG Award (Bullying Intervention Group).								
Action required <i>[List the actions you are going to take]</i>	Link to Board Assurance Framework	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
To study the criteria for the BIG Award and work towards fulfilling these.	Risk 9 (ensuring that the College is legally compliant and follows best practice in terms of Safeguarding,	As set out under 'College Aim'.	All.	Working with identified stakeholders to ensure the College's approach to preventing and addressing the occurrence of	Maintaining a safe College in which to work and study. Ensuring the occurrence of bullying, including	2016/17 academic year.	Vice Principal – Student Guidance and Support. Safeguarding and Student Support teams.	

	including Prevent and Equality and Diversity).			bullying is robust.	cyber-bullying is minimised. Achieving the BIG Award.			
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Equality Objective: To promote a wide range of equality and diversity related matters, with involvement from staff and students.

Action required <i>[List the actions you are going to take]</i>	Link to Board Assurance Framework	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
To plan a number of events/initiatives to promote a wide range of E&D themes, e.g. Anti-Bullying Week, LGBT History Month.	Risk 9.	As set out under 'College Aim' above.	All.	Diversity Group to work closely with students, The Open Door team, and other members of staff, to determine priorities.	A well-planned & executed programme of promotional / awareness-raising events to promote the value of celebrating and embracing diversity.	On-going.	Diversity Group.	Events for 2016.17 have been agreed up to Christmas 2016, and are being delivered.

College Aim:

To advance equality of opportunity between people who share a protected characteristic and those who do not.

Equality Objective: To work towards achieving Level 3 of the Disability Confident scheme.

Action required <i>[List the actions you are going to take]</i>	Link to Board Assurance Framework	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
To work towards becoming a 'Disability Confident Leader'.	Risk 9.	As set out under 'College Aim' above.	Disability.	The College has migrated to the new Disability Confident Scheme at	To ensure we are fully supporting our employees and students with their	July 2017	Assistant Principal – People and Place; Diversity Group.	

<p>This new standard incorporates two additional elements at Level 3, those being:</p> <ul style="list-style-type: none"> • Outside Challenge • Leadership 				<p>Level 2 (this replaces the Positive About Disabled People accreditation).</p> <p>As a Diversity Group we will work through the self-assessment to become accredited as a Disability Confident Leader.</p>	<p>individual needs and that we are well placed to work with other organisations as a Leader.</p>			
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Equality Objective: To prepare for the publication of gender pay information as required by law.

Action required <i>[List the actions you are going to take]</i>	Link to existing strategic goal(s)	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
<p>Update staff salary information in order to effectively calculate hourly rates of pay for male and female employees and to be able to publish this information as required by law from December 2016.</p>	<p>Risk 9.</p>	<p>As set out under 'College Aim' above.</p>	<p>Sex</p>	<p>Analysis of pay information for male and female employees and comparison of hourly rates to identify any gender pay gap for the College and take action as appropriate.</p>	<p>Equitable pay for all employees.</p>	<p>Publication dates have not yet been confirmed; the College is aiming to be in a position to publish gender pay gap information from April 2017.</p>	<p>Assistant Principal – People and Place.</p> <p>Assistant Principal – Finance and Resources.</p>	

College Aim:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act (e.g. remove or reduce disadvantages felt by people from different groups).

Equality Objective: To achieve Leaders in Diversity status – reaccreditation due in December 2016.

Action required <i>[List the actions you are going to take]</i>	Link to existing strategic goal(s)	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
Work through the Leaders in Diversity reaccreditation process.	Risk 9.	As set out under 'College Aim' above.	All.	Diversity Group and College Leaders to work through the action plan to ensure all destinations in the framework are being addressed.	The College achieves Leaders in Diversity status for the second time to reinforce our established reputation in relation to equality, diversity and inclusion.	By December 2016.	Assistant Principal – People and Place. Equality and Diversity Manager.	
Equality Objective: To monitor the representation of BME groups in the staff profile and increase representation as appropriate and as far as reasonably practicable.								
Action required <i>[List the actions you are going to take]</i>	Link to existing strategic goal(s)	Legal obligation under general equality duty	Protected characteristic(s)	How	Planned outcome/output	Timescale	Lead responsibility	Progress
Continue to monitor applications data for job vacancies in terms of ethnicity and the	Risk 9.	As set out under 'College Aim' above.	Race.	Headline analysis of recruitment and selection data has been completed. It	To bridge the gap in representation of BME groups to be consistent with	Ongoing	Assistant Principal – People and Place.	

conversion rates to employment.				is our aim to undertake more detailed analysis to inform possible action we need to take to increase representation of BME groups in the staff profile.	representation in Kirklees population (as informed by the 2011 census data).		Equality and Diversity Manager.	
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