

Equality & Diversity Key Objectives (2020-21)

Intention

Students are regularly reminded of the importance of E&D from their first interactions at Reigate and see it as central to the college's identity.

Staff are encouraged to incorporate E&D themes into lessons through sharing good practice and accessible resources.

All potentially disadvantaged groups are monitored and data is used effectively.

All staff are aware of E&D opportunities and enthusiastically participate in any training and events.

Promote E&D widely to increase participation and seek feedback from a wider range of students and increase awareness of how to report any E & D issues.

Transgender students feel included and supported from their first interaction at Reigate.

Address systemic racism.

Action

E&D inclusion in tutorial, regular events promotion to all students through bulletin, support for E&D themed clubs/ societies, visible presence during Introductory day & enrolment

Devise with faculties a mechanism for sharing practice through their meetings.

Identify further groups for data monitoring; include groups in 2020-21 review; monitor achievement and retention.

Maintain role of students in E & D committee meetings, provide INSET repeats for new staff

Increase number of E&D themed tutorial lessons; carry out focus groups with students outside student societies.

Provide training for registry/ admissions; update application forms to be more inclusive of gender **diversity**

Establish a BAME staff and student group including a BAME Aspire group.

Impact/Target Measures

Students understand importance of E&D to Reigate's identity: 1) at least monthly E&D themed bulletin items; 2) E&D segment in tutorial; 3) continued regular meetings for student societies 4) Annual E & C day held in the summer term

Staff support and promote E&D aims through the curriculum: 1) at least one faculty meeting used to share best practice; 2) create E&D handbook

A wider range of student groups are monitored: 1) 2016-17 E&D review uses wider range of data; 2) parity monitored by committee

All staff value E&D at Reigate and participate in training and events: increased participation of support staff in E&D training.

All students feel able to engage with E&D events and issues, and the opinions of a wide range of students are valued: 1) minimum 4 E&D tutorial lessons; 2) Annual E & C day held in the summer term

Inclusion of transgender students from their first interaction with Reigate: 1) training for relevant support staff; 2) new application forms **3) database updated to include preferred gender including non-binary**

Monitor the engagement/representation of BAME staff and students. Review College policies.