

## EQUALITY & DIVERSITY IMPACT MEASURES

---

### EQUALITY AND DIVERSITY IMPACT MEASURES 2008 - 09

1. The College will further improve the data collection, monitoring and reporting systems in order to provide timely and accurate information on the participation and performance of learners, staff and governors by gender, age, ethnicity and disability. Revised monitoring systems (termly monitoring by the College Equality & Diversity Group) will apply from September 2008 and will be a routine element of all relevant college KPIs.
2. The College will support Somerset LSC EDIMs by aiming to increase BME participation in its work based learning provision from the current 0.33% to 2%.
3. The College will support Somerset LSC EDIMs by aiming to increase female learner representation in its Construction further education and work based learning provision from the current 4% to 5% in FE, and from 1.3% to 3% in WBL
4. The College Equality and Diversity Group will continue to monitor the composition of staff and governors by gender, age, ethnicity and disability through the analysis of recruitment, selection and retention data.
5. From September 2008 equality and diversity information will be routinely used in the quality review and self assessment processes.
6. The College will improve the success rate of male learners on long courses in order to reduce the gender imbalance from 74% in 2006/7 to 77% in 2008/9.
7. The College will assess the impact of all policies to ensure that the college is equipped to challenge discrimination, promote good equality and diversity practices and meet legal responsibilities.