

YEOVIL COLLEGE SINGLE EQUALITY ACTION PLAN DECEMBER 2009 - 10

IMPROVEMENT ISSUE AND OBJECTIVE	TARGET/SUCCESS CRITERIA	ACTIONS	MILESTONES and TIMESCALE	PROGRESS	RESPONSIBILITY	PROGRESS AND RISK High level of concern = requires close monitoring and / or action Concern = increased level of monitoring Achieved / good progress = achieved / maintain routine monitoring until end of plan	ANY ACTIONS ARISING (to be c/f to next plan or undertaken immediately inc timescales)
Annual Report	To publish a Single Equality Scheme Annual Report	To prepare a Single Equality Scheme Annual Report, in December 2010 which reviews the progress made in 2010. To disseminate to relevant parties and publish on the college web-site.	Dec 2010		Head of Learner Support Services		
Embedding Equality and Diversity into the Curriculum	To improve the delivery of Equality and Diversity issues through the curriculum and tutorial programme.	Ensure that opportunities are taken to consider and promote equality issues through the normal curriculum e.g. assignments, discussion, learning materials. Embed equality and diversity issues within curriculum delivery Include equality and diversity in teaching and learning guidance, review and observation. Include a clear disability and equality focus within the delivery of a tutorial programme.	On-going through 2009/10		Head of Teaching and Learning Hof Q and I FDs		
Staff Training on Equality and Diversity	To implement a mandatory CPD	Continue on-going staff development on Equality and	On-going through 2009		Head of Learner Support		

	programme for all staff	Diversity through the provision of new mandatory up-date training for all staff. Develop new on-line learning modules accessible to all staff via Moodle.			Services/HR Manager		
Recruitment	To improve recruitment and retention of a diverse workforce	On a termly basis, to provide the Equality and Diversity Group with Equality and Diversity information on the all aspects of recruitment including: - Selection and on-going employment: - Training/staff development - Profile of those staff who have requested flexible working due to caring responsibilities for dependants and others. To continue to actively recruit a diverse range of people to elected officer posts, e.g. governing body and elected committees	On-going through 2010		Head of Human Resources		
Participation, Retention and Achievement	To monitor current inequalities in curriculum areas and develop an improvement plan	During 2009, to review participation, retention and achievement in curriculum areas where there is currently inequality and develop an action plan for improvement Produce a six-monthly Equality and Diversity news letter on the Website. Invite a diverse range of students to be part of the working group to review annually the prospectus/ enrolment, paperwork etc. Develop a cross-college calendar of Diversity events, in liaison with the Student Union.	On-going through 2010		E and D Group/ FDs/ CDs H of LSS/ Hof M&C Hof M&C H of LSS/ Hof M&C		

