

YEOVIL COLLEGE RACE EQUALITY ACTION PLAN SEPTEMBER 2008

(race equality includes race, ethnicity, religion and belief)

IMPROVEMENT ISSUE AND OBJECTIVE	TARGET/SUCCESS CRITERIA	ACTIONS	MILESTONES and TIMESCALE	PROGRESS	RESPONSIBILITY
Annual Report	To publish a Race Equality Scheme Annual Report	To prepare a Race Equality Scheme Annual Report, in October 2009 which reviews the progress made in 2009. To disseminate to relevant parties and publish on the college web-site.	Oct 2009		Head of Learner Support Services
Staff and Governor Awareness	To ensure that staff and governors are aware of the College's policy and procedures and of their responsibilities	<ul style="list-style-type: none"> ▪ Include training on Equality and Diversity during the induction period for all new staff so that they understand the College's policy, commitment to race equality and also the legal framework surrounding it and the sanctions for breaching the policy. ▪ Ensure that Equality and Diversity, including Race Equality is a standard agenda item on minuted college meetings and in college-wide communication processes ▪ Ensure that policies and procedures relating to race equality are up to date and are accessible to all staff through the intranet and in department policy manuals. ▪ Ensure Governors receive appropriate training in order to understand their responsibilities in respect of the college carrying out its legal duties 	<p>Current and continuing</p> <p>Current and continuing</p> <p>Current and continuing</p> <p>Current and continuing</p>		<p>Head of Human Resources</p> <p>Principal</p> <p>Head of Quality and Improvement</p> <p>Clerk to the Corporation</p>
Learner Awareness	To raise awareness of race equality amongst learners	<ul style="list-style-type: none"> ▪ Include race equality in equality and diversity events, organised with the co-operation of the Student Union, and in tutorial sessions ▪ Ensure that opportunities are taken to consider and promote race equality issues through the normal curriculum. e.g. assignments, discussion, learning materials. ▪ Include equality and diversity in teaching and 	<p>Current and continuing</p> <p>By July 2009</p> <p>By July 2009</p>		<p>Head of Sixth Form Student Liaison Officer</p> <p>Department Managers – Quality Review</p> <p>Head of Q and I –</p>

		learning guidance, review and observation.			observation process
Staff and Learner Experience	Improve the monitoring of learner and staff experience relating to race equality and to take action as appropriate	<ul style="list-style-type: none"> ▪ Report statistics on the recruitment, retention and achievement of ethnic learners to assess whether any inequalities exist about on a regular basis to Equality and Diversity Group ▪ Monitor the progression of ethnic learners to assess whether any inequalities exist (small statistical population) ▪ Obtain feedback from learners from ethnic groups on their experience at College ▪ Monitor staff recruitment, development and promotion by ethnic group. 	Current and continuing		Head of Q and I
			Current and continuing		Head of Q and I
			By July 2009		Head of Q and I
			By Sept 2009 and annually		Head of Human Resources