

OUR EQUALITY, DIVERSITY AND INCLUSIVITY OBJECTIVES

2020/2021

In the summer of 2020, North Hertfordshire College and Hart Learning & Development completed a review of its activity in relation to equality, diversity and inclusion to determine the action it needed to take to put work on this important agenda at the heart of the organisation. It was recognised that fundamental and foundation work needs to be completed to enable the organisation to strengthen its work on this and as such the actions for 2020/2021 have been set to enable this to happen. This document outlines our over-arching objectives for the period 2020/2021 to 2022/2023 and will be refreshed in the autumn of 2021 in response to the results and outputs of our internal foundation work, the relationships we build with external stakeholders and the input from staff and students/apprentices.

As with all of our work, our objectives and action are under-pinned by our values, which are shown below.

OUR VALUES

Passion runs through everything we do

RESPECT
AMBITION
PROFESSIONALISM
INSPIRATION
INTEGRITY
COMMUNITY
EXCELLENCE



Our objectives seek to directly address our values of community and respect and the organisational and individual behaviours we expect around these.

- Respect - we value the contribution that each member of our community makes. We ensure that we are an inclusive, welcoming and open organisation that encourages and values different thinking and perspectives.
- Community - we are committed to building a community where everyone has a voice, feels supported and can thrive. We are committed to being an active and responsible part of our local and wider communities.

Policy and practice	
Our objective	Our actions in 20/21
<p>We will ensure that equality, diversity and inclusivity, and the elimination of discrimination, are at the heart of our working practices by:</p> <ul style="list-style-type: none"> ■ Reviewing and refreshing policies, plans and working practices ■ Continuously reflecting on and building on our practice ■ Setting clear goals for change and development ■ Taking action that advances our work 	Review the statutory requirements for the public sector and publish an interim annual report, objectives and action plan on the website.
	Complete a self-assessment, with the support of staff and students, against the National Centre of Diversity Investor in Diversity standards.
	Undertake a full refresh and review of our EDI specific policies, drawing on effective practice and external advice, with a refreshed policy in place and published.
	Use the outputs of work in 20/21 to review organisational objectives and set specific and measurable targets that address specific areas of development.
Enabling accessibility and opportunity	
Our objective	Our actions in 20/21

<p>We will attract a diverse group of staff and students and provide opportunities for them to flourish and succeed by:</p> <ul style="list-style-type: none"> ■ Monitoring and acting upon data in relation to recruitment, pay gaps, educational achievement and participation ■ Take positive action to encourage individuals from under-represented groups to gain employment and develop their career ■ Implement support strategies which facilitate students to thrive, develop independence, achieve and progress ■ Implement a process that reviews processes and policies using an Equality & Diversity Impact Assessment. 	<p>Complete a review of participation in education across all provision types to inform and determine positive action needed to broaden representation.</p> <p>Complete the first stage of a review of staff recruitment processes, which reviews effective practice from outside of the organisation, identifies training for recruiting managers and identifies recruitment tools which will enable more diverse representation in our recruitment processes, including the recruitment of governors and leaders.</p> <p>Implement the first stage of a review of our work on additional learning support, and the associated process to identify needs, to ensure that it best meets the needs of students and apprentices.</p> <p>Develop and begin the implementation of a process of policy review using Equality & Diversity Impact Assessment.</p>
<p>A diverse and inclusive curriculum</p>	
<p>Our objective</p>	<p>Our actions in 20/21</p>
<p>We will develop and implement a diverse and inclusive curriculum for our students and apprentices that:</p> <ul style="list-style-type: none"> ■ Facilitates them to develop a clear sense of their own identity and better understand individuals and groups in society 	<p>Enable curriculum teams to have improved access to information related to achievement gaps.</p> <p>Strengthen and refresh the way in which students and apprentices engage with and develop an understanding of the Prevent agenda.</p>

<ul style="list-style-type: none"> ■ Equips them with tools they will need to live and work in a diverse world ■ Celebrates diversity and raises aspirations ■ Challenges stereotypes and eliminates discrimination ■ Addresses and deals with disadvantage to enable all to be successful 	<p>Provide training and development to teachers and tutors that enables them to develop a more inclusive digital and face-to-face learning experience for students and apprentices, targeting digital inclusivity and mental health.</p>
	<p>Introduce and deliver a pilot programme of development focused on the genuine and meaningful embedding of diversity and inclusion in the curriculum, targeting 3 curriculum areas.</p>
Representation, voice and influence	
Our objective	Our actions in 20/21
<p>We will enable representation from under-represented groups and facilitate all colleagues, students and apprentices to have a voice that enables by:</p> <ul style="list-style-type: none"> ■ Proactively targeting under-represented groups to engage with the organisation through employment or study ■ Developing partnerships that broadens our knowledge and experience ■ Putting in place structures that allow voices to be heard and acted upon 	<p>Introduce the Community Champion role to the organisation to support the delivery of equality, diversity and inclusion objectives.</p>
	<p>Implement the first stage of a staff voice project which provides a platform for staff from under-represented groups to have a voice and share their lived experience.</p>
	<p>Refresh our Staff Working and Action Group to ensure that it has a representative group and focuses its work on the advancing of diversity and inclusivity in the organisation.</p>
	<p>Develop partnership working and network membership with at least 3 organisations on a local and national level that can support us to take our work forward.</p>
	<p>Complete a revamp of the student representative and student council systems to better support student voice and the involvement of student and apprentices in key organisational change activity.</p>
An informed and inspired community	
Our objective	Our actions in 20/21
<p>We will develop an informed and inspired community through the provision of learning and development that:</p>	<p>Pilot an accredited development programme that builds knowledge in relation to equality, diversity and inclusion.</p>

<ul style="list-style-type: none"> ■ Informs colleagues on equality, diversity and inclusivity ■ Focuses on colleagues taking action to advance the equality, diversity and inclusivity agenda ■ Allows individuals to explore and understand things outside of their sphere of experience ■ Enables curriculum colleagues to inspire, inform and raise awareness of students and apprentices ■ Challenges discrimination and raises the confidence of individuals to do this 	Design and the first of two conferences that enable colleagues to educate themselves, raise awareness and better understand diversity and inclusivity themes.
	Deliver first programme of LGBTQ+ allies training.
	Implement training for all managers, linked to the National Centre for Diversity.
	Design and begin delivery of a revamped equality, diversity and inclusion training for all staff to access.
	Design and deliver the second of two conferences that enable colleagues to educate themselves, raise awareness and better understand diversity and inclusivity themes.