



THE  
**BEDFORD**  
COLLEGE  
GROUP

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# **Single Equality Scheme 2018 - 2022**

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# Introduction

This Single Equality Scheme brings together our ambitions and plans across the College. Its objectives demonstrate our commitment to continued action in tackling inequality and promoting diversity. This Scheme builds on our previous equality work and on our efforts to break down barriers and challenge unfairness.

The purpose of this Scheme is to set out the ways in which we will continue to meet our legal requirements under the Equality Act 2010. The Act specifies nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex (gender), and sexual orientation. The Scheme also has regard to reducing inequality of outcome resulting from socio-economic disadvantage.

## The general equality duty requires due regard to:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- fostering good relations between people who share a protected characteristic and those who do not.

## The specific duties require public bodies to:

- publish information demonstrating their compliance with the equality duty
- set themselves specific equality objectives.

The College's Equality, Diversity and Inclusion Committee reviews the Single Equality Scheme annually.

# Evidence base

To inform the setting of objectives and the measurement of our progress in achieving them, the College aims to collect and analyse the following information by the different protected characteristics:

## For learners (at a college-wide and curriculum area level)

- Profile of learners
- Student recruitment
- Apprenticeship recruitment
- Retention and achievement rates
- Progression
- Complaints on 'Have your say' and their responses
- Student surveys and learner voice
- Observations of teaching and learning
- Disciplinary actions
- Bullying incidents
- Work placements

## For workforce

- Profile of staff by job role
- Performance grades
- Recruitment and selection
- Gender pay gaps
- Disciplinary proceedings
- Grievances
- Staff professional development
- Satisfaction levels (through surveys, forums etc.)
- Exit interviews
- Flexible working
- Maternity/paternity numbers

## College-wide information

- Profile of governing body
- Equality Impact Assessments
- Partnership working
- Policies and programmes that have been put in place to address equality and diversity issues.

## Equality priorities

We have used our evidence base to identify our key objectives. They are designed to ensure our scheme allows us to focus on those things that will make the biggest impact in terms of advancing equality and diversity and helps the college achieve its wider strategic aims.

Each of the objectives is underpinned by specific and timely actions outlined in our Single Equality Scheme Action Plan which is reviewed every term. The Equality and Diversity Impact Measures (EDIMs) specify our targets to quantify the effectiveness of our actions in respect of different groups of people.

### Equality Objective 1: Improve headline achievement rates for disability and ethnicity

#### EDIMs:

1. Improve achievement for learners with disability on full-time programmes to reduce difference to no more than 1% in comparison to achievement of learners with no disability.
2. Improve achievement for High Needs learners so there is no difference in comparison to achievement for full-time 16-18 learners.
3. Improve achievement for BAME learners on full-time programmes to reduce different outcomes by ethnicity to no more than 4% between White British and individual ethnicity categories.
4. Improve timely achievement for BAME apprentices to reduce different outcomes by ethnicity to no more than 2% between White British and individual ethnicity categories.

## **Equality Objective 2: Ensure the safety and well-being of students across all protected characteristics**

### **EDIMs:**

1. The rates for recorded bullying incidents are comparable for all protected characteristics.
2. The rates for disciplinary actions (academic and behaviour) are comparable for disability-no disability, ethnicity groups, and males-females.
3. The student satisfaction rates for feeling safe, as evidenced through student surveys, are comparable for students across all protected characteristics.

## **Equality Objective 3: Improve the data monitoring of our workforce to ensure advancing equality of opportunity**

### **EDIMs:**

1. 95% of all staff records on iTrent are with completed personal information section incl. the 'prefer not to say' option.
2. The staff recruitment stages (application-shortlisting-interview-offer) are monitored for the range of protected characteristics.
3. The staff exit interviews are monitored for issues in relation to the protected characteristics.

## **Related documents**

This Scheme should be read in conjunction with the following:

- Single Equality Scheme Action plan
- Equality and Diversity Policy
- Equality and Diversity Annual Report

These documents are available on the College website and intranet.