

Public Sector Equality Duty
 Action Plan 2015/16

Key Action Points	Resp.	Expected Outcomes / Impact	By
1. Promote anti-racism activities / strategies in College	SLT	Improvement in multicultural awareness scores (annual survey)	Ongoing
2. Develop link with fellow co operative school with a diverse ethnic intake	NEA	Improvement in multicultural awareness scores (annual survey)	Mar. 2016
3. Review staffing to establish gender profile vis a vis staffing, pay, posts of responsibility	LHO	Staff gender profile constructed and analysed to inform recruitment procedures etc.	Feb. 2016
4. Review and update current Access Plan in line with DDA guidance	LHO	Current accessibility plan checked and amended where necessary	Jan. 2016
5. Ensure College represents disability positively. Use assemblies to promote disability issues.	SLT	Appropriate representation through assemblies. Benchmark student perception through attitudinal survey.	Ongoing
6. Draft and publish PSED Report	DBR	EDS Report presented to Governors and published on website	June 2016