



WINDSOR FOREST COLLEGES GROUP (WFCG) EQUALITY OBJECTIVES 2017-18

Background

This document sets out the WFCG commitment to meeting the public duties placed upon it by current equalities legislation.

The primary mission of the College is to:

Inspire ambition and make a positive difference to lives through learning.

In particular, we will provide high quality teaching and learning support to a diverse and ambitious community in order to secure progress and prosperity for all, making WFCG a happy and rewarding place to study and work.

We value diversity and strive to be an inclusive organisation where individual differences are accepted and valued and where everyone is able to fulfil their potential. We will continue to encourage and support students and staff to challenge prejudice, stereotyping and intolerance.

Equality and diversity is at the heart of everything we do.

We welcome our duties to take a proactive approach to the promotion of equality. We believe that our equality objectives and accompanying action plan will provide the framework for us to implement and extend beyond our duties.

Our values are:

- Learners First – placing the learner at the heart of all we do.
- Community – working collaboratively to achieve
- Empowering – enabling all in a caring environment to achieve their full potential
- Excellence – a culture of creativity, high expectations, ambition and aspiration
- Diversity – celebrating diversity and inclusivity as a key to our success
- Integrity – honesty, openness and trust at the heart of College life
- Respect – showing fairness, courtesy and mutual respect

Our Equality & Diversity Objectives for 2017-18

- Students are offered a range of opportunities, both inside and beyond the classroom, to advance their understanding of equality and diversity issues and the links to College Values and Fundamental British Values.
- Achievement rates for adult students and 16-18 year olds with a learning difficulty or disability are in line with those for students without a learning difficulty and/or disability.
- Achievement rates, including 'value added' for students with known protected characteristics (gender, ethnicity and disability) are in line with College Achievement Rates.
- The diversity of staff delivering the WFCG provision should reflect that of the student body and that of the local community.
- All staff are confident to advance understanding of equality and diversity, including the College Values and Fundamental British Values, in teaching, learning, tutoring and every day work.
- Structures and processes related to equality and diversity are put in place to ensure the views of staff and students at each college are fully represented and responded to and that E&D issues are taken into account in decision making.

To ensure we meet our objectives, targets are set for each academic year, with termly monitoring of progress and impact reported to the Governing Body