

## Equality, Diversity and Inclusion Objectives – 2022-2026

The Equality Act 2010 also requires certain public sector organisations, including schools and Colleges, to meet the requirements of two specific duties, which are to:

- Set and publish equality objectives every four years, that are **specific** and **measurable**
- Publish equality information every year. This should show how the organisation is meeting the general duty and the progress that has been made in achieving the equality objectives

### Objectives:

1. Analyse data to identify any potential 'progression gaps' for BAME students, and develop and put in place interventions to reduce any gaps that are revealed.
2. Improve retention and reduce NEET outcomes, particularly for male students on applied general programmes.
3. Ensure positive outcomes for all students with EHC plans or other complex needs, monitoring targeted support plans to enable successful transition into HE, FE or employment.
4. Complete the College-specific actions agreed with the Student Commission for Racial Justice, embedding outcomes to ensure the sustainability of project.
5. Continue to develop our inclusive and welcoming environment by ensuring that all students and staff are engaged with Long Road values and aware of personal and legal responsibilities to resist discrimination and racist, sexist, homophobic or other prejudice.
6. Implement whole college wellbeing strategy to promote awareness and reduce stigma surrounding mental illness, and provide opportunities to build positive mental health, confidence and resilience.
7. Establish strategic local and national partnerships to create opportunities for students to develop citizenship skills and deliver positive social action in our community.
8. Promote L3 education in key regional cold spots to support under-represented and/or disadvantaged young people to develop key skills and transition successfully into Long Road