

**YEOVIL COLLEGE RACE EQUALITY ACTION PLAN October 2010 - 2011**  
(race equality includes race, ethnicity, religion and belief)

IMPROVEMENT ISSUE AND OBJECTIVE	TARGET/SUCCESS CRITERIA	ACTIONS	MILESTONES and TIMESCALE	PROGRESS	RESPONSIBILITY	PROGRESS AND RISK <b>High level of concern</b> = requires close monitoring and / or action <b>Concern</b> = increased level of monitoring <b>Achieved / good progress</b> = achieved / maintain routine monitoring until end of plan	ANY ACTIONS ARISING (to be c/f to next plan or undertaken immediately inc timescales)	RESPONSIBILITY
<p><b>The College is participating in the new LLUK / LSIS Equality and Diversity Framework accreditation. The accreditation for this is based on an approved action plan monitored by LLUK <a href="#">insert link</a></b></p>								
<p><b>Annual Report</b></p>	<p>To publish a Race Equality Scheme Annual Report</p>	<ul style="list-style-type: none"> <li>• To prepare a Race Equality Scheme Annual Report, in October 2011 which reviews the progress made in 2010/11.</li> <li>• To disseminate to relevant parties and publish on the college web-site.</li> </ul>	<p>Oct 2011</p>		<p>Head of Learner Support Services</p>			
<p><b>Staff Awareness</b></p>	<p>To ensure that staff are aware of the College's policy and procedures and of their responsibilities</p>	<ul style="list-style-type: none"> <li>▪ Develop mandatory Race Equality training for all staff which is accessible on-line, via Moodle, or paper-based..</li> <li>▪ Ensure that policies and procedures relating to race</li> </ul>	<p>By Mar 2011  By Dec 2010</p>		<p>Head of Human Resources/ Head of Learner Support Services  Head of Quality &amp; Improvement/ Head of Learner</p>			

		equality are up to date, accessible to all staff and meet the requirements of the Equality Act 2010.			Support Services			
<b>Governor Awareness</b>	To ensure that Governors are aware of the College's policy and procedures and of their responsibilities	<ul style="list-style-type: none"> <li>Ensure new Governors, including Student Governors, receive appropriate training in order to understand their responsibilities in respect of the college carrying out its legal duties</li> </ul>	Current and continuing		Clerk to the Corp'tion			
<b>Learner Awareness</b>	To raise awareness of race equality amongst learners	<ul style="list-style-type: none"> <li>Develop a cross-college calendar of Diversity events, in liaison with the Student Union.</li> <li>Promote use of Race and Belief Equality Resource Pack to assist with tutorial delivery and underpin with associated promotional campaign</li> </ul>	By Dec 2010  By Dec 2010		Head of Learner Support Services Student/ Support Services Team Leader  Head of Learner Support Services/ Faculty Directors			
<b>Staff and Learner Experience</b>	Improve the monitoring of learner and staff experience relating to race equality and to take action as	<ul style="list-style-type: none"> <li>Obtain feedback from learners from ethnic groups on their experience at College through student surveys.</li> </ul>	Current and continuing		Head of Quality and Improvement			

	appropriate	<ul style="list-style-type: none"> <li>Monitor staff recruitment, development and promotion by ethnic group. Identify any trends.</li> </ul>	By Sept 2010 and annually		Manager Human Resources			
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<b>Review log</b>	<p>Angela Coward Head of Learner Support Services</p> <p>Clifford Shaw VP Learning and Quality</p> <p>Ruth Morgan Designated Safeguarding Officer</p>	<b>Date:</b>
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