

**Corporation Meeting**  
**Date 16 June 2016**

**Agenda Item 9b**

**STATUS:** Public Document  
**SUBJECT:** Equality and Diversity Annual Report  
**AUTHOR:** Kate Hill, Director of Teaching, Learning and Assessment

**1 PURPOSE AND ACTIONS**

The Corporation is asked to **Note** the progress made in terms of Equality and Diversity during the last year and comment on the report if necessary.

**2 BACKGROUND**

This is the annual report which up-dates the Corporation on key aspects of Equality and Diversity, including Safeguarding.

**3 RELATION TO THE STRATEGIC PLAN**

Good governance affects all aspects of the Strategic Plan.

**4 KEY IMPLICATIONS**

**Equality and Diversity:** The report focuses on Equality and Diversity and Safeguarding.

**5 DETAIL**

The report details the progress made regarding policies, procedures, action plans, promotional materials, training opportunities and new initiatives undertaken to meet the college's legal and moral obligations in terms of Equality and Diversity.

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## Equality and Diversity Annual Report to Corporation 2016

During the last year the College has continued to further develop the necessary policies, procedures, action plans, promotional materials and training opportunities to meet its legal and moral obligations in terms of Equality and Diversity. It has also continued to work hard to maintain a culture amongst both staff and learners which embraces equality and celebrates diversity.

The Safeguarding and Equality and Diversity Group has cross-college representation including two members at Corporation level. It continues to meet half termly in order to take forward Equality and Diversity plans and promotion.

### Policies and Procedures

The college continues to meet its legislative obligations under the Equality Act 2010 by producing an Equality Duty and Action Plan which is posted on the website.

Objectives related to the Duty were published as required and are monitored on a regular basis by the Safeguarding & Equality and Diversity Group.

The Safeguarding Policy/Procedure, Tuition Fees Policy, Rules for Writing Policies and Procedures, Risk Management Policy, Drug, Alcohol & Substance Misuse Policy, Grievance Policy, Equality and Diversity Policy, Financial Regulations, Flexible Working Policy, Respect at Work Policy and Customer Service Policy (includes complaints) have all been reviewed and up-dated during this year.

The College has recently completed an informative accessibility report also available on the website.

### Events

A diary of events to promote national and international events are now embedded within the College calendar and are proactively celebrated in a variety of way (e.g. Holocaust Memorial Day, World Aids Day, World Mental Health Day, Anti-bullying Week, National Stop Smoking Day. Some key events were:

- **Fundraising:** Jeans for Genes day raised £135 at the start of the academic year raising awareness of genetic disorders by the wearing of Jeans by staff and students and donating money in order to do so. This was followed by a McMillan Coffee morning hosted by Hospitality and £200 was raised. Children In Need was supported by areas across the college and raised £270. Hair and Beauty students at Yeovil and NDTC have raised £160 for the Samaritans via a range of services and donations. College Staff also supported fundraising with their dress down day and staff raffle raising £170 and £459 consecutively for local charities.
- **World Mental Health Day:** In October 2015 World Mental Health Day was supported by a range of activities to raise awareness of mental health including cups of tea and time to talk to support the “time to talk, time to change” campaign. Mental health is being further supported with Mental health awareness Week in May 2016 where the Student Support Team are hosting sessions to support learners who are experiencing high levels of anxiety or stress during their exams.
- **Remembrance Day:** Remembrance Day, on 11<sup>th</sup> November, was commemorated by staff and students on all college sites. On the main campus Rev Tom Putt the College Chaplain conducted a short service which was attended by a large number of students and staff. The service was held close to the Garden of Remembrance which is placed at the centre of the College’s Mudford Road campus each year. Poppies are available for staff

and students to make donations for and monies are given to the Royal British Legion who supply them and the collection boxes.

- **Terence Higgins Trust:** provided information and resources to support the Student Support Team with sharing awareness about AIDs in December.
- **Support for Families:** In December 2015 repeating the success from previous years staff and students from the Health and Care curriculum area made Christmas sleighs out of sweets which were donated to the charity 'Supporting Families'. The charity is based at the Gateway Church in Yeovil and the gifts were given to children within the families they support.
- **Lord's Larder:** During December 2015 a campaign invited students, staff and the community to make donations of festive foodstuffs for local food bank Lord's Larder. Run by volunteers from various churches in and around Yeovil, Lord's Larder collects and redistributes non-perishable food to people in need.
- **Community Project:** Construction students have been involved in producing planters for Martock Residents and the full article which has been in the Western Gazette can be found here <http://www.westerngazette.co.uk/Yeovil-College-students-design-flower-beds/story-29252109-detail/story.html> Students have also been involved in pond clearing within the community.
- **Visiting speaker:** The Amy Winehouse Foundation attended the College in February and March 2016 as part of the Tutorial Programme to talk to students about Drug and Alcohol awareness and the impact this can have on their lives. 1200 students across all levels attended these sessions.
- **Black History Month:** was highlighted within the LRC and "The Spot" with displays and quizzes
- **Holocaust Memorial Day** – This was recognised on the 27<sup>th</sup> Jan 2015 and then followed up with a presentation from A level students including one who is currently enjoying an exchange programme. They spoke about how the Holocaust is discussed in German Schools and the impact on students. Katie Lawless and Tom Putt also presented and made links to Fundamental British Values. At the end of the session students were invited to put their thoughts on a post it note with either a short statement or a word of what they would say to the those who had carried out the atrocities, these included; stop, karma, bullying, feelings and why?
- **Health and Wellbeing Event Jan 13<sup>th</sup> 2016**  
This event was supported by the local community; a range of providers attended and were keen to meet the learners in a Market place style event The visitors included local GP's, Pharmacies, Mental health services, stop smoking support, Compass and young carers, mindfulness, SWEDA (South West Eating Disorder Association) and internal signposting for chaplaincy and multi faith support and emotional support including counselling. Health and Social Care learners used their Market Place event from the week before where they had researched topics related to Equality and Diversity as part of an assignment to present at this event. Over 700 students attended.
- **EU Referendum debate;** On Friday 27<sup>th</sup> May the College will be holding an "In" or "Out" debate for our students and staff, primarily we hope to encourage them to register for their vote and then to help them with their thought processes and decisions. We are fortunate to have four guests attending: Paddy Ashdown and Oliver Dowding for "In" and Alan Dimmick and Godfrey Davey for "Out" Amanda Broom will be assisting and Steve Battersby chairing. This debate also supports the EU referendum discussions being held in the Spot.

- **Chaplain:** Reverend Tom Putt is now established as the Chaplain for the College and is continually looking at ways to develop and take this forward in a new direction. He is meeting with other College Chaplains for sharing best practice to look at how to develop and evolve this role. He will be working with the community to cultivate multi-faith links as part of this process. Tom has been instrumental in several events across the college including Holocaust Memorial Day and Remembrance service.

### **Student Voice**

On-line student surveys include questions about equality and diversity are analysed. Results are discussed at the Safeguarding and Equality and Diversity Group and Learner Experience Group (LEG).

Regular meetings are held with students and are also open to tutor reps. Student voice Meetings always include members of SMT so that learners have their views listened to from a senior level.

Lesson plans, schemes of work and lesson observations place great emphasis on equality and diversity.

### **Equality and Diversity Posters**

A range of posters with equality and diversity themes are on display around the college. These include information about Rights and Responsibilities, Safeguarding and Prevent, Procedures, fundamental British values and care and support for students

### **Equality and Diversity Training**

All new staff and Governors continue to receive mandatory Equality and Diversity and Safeguarding training during their Induction period. This includes training about the Equality Act 2010. The Corporation last received up-date training in October 2016 and a SEND update in April 2016.

College staff have attended "Equality Act" refresher training throughout the academic year.

Additional development for staff includes:

SEND updates, challenging homophobic language, awareness of mental health, war, conflict and the effects, LSP event to support additional learning needs in the classroom, e safety, managing equality and diversity in the workplace, ZAK (social media) and mental health for men workshop.

Training on the Home Office Prevent Strategy, to raise awareness of radicalisation has been delivered by the 'Prevent' team to all College staff and to members of the wider community including Yarlinton Housing and South Somerset District Council.

### **Equality and Diversity Information**

Resources on Safeguarding and key equality and diversity themes have been produced for use with Apprentices, who often do not attend a college campus. These feature key information but also include a monthly "hot topic" for discussion.

### **Chaplaincy**

The college has continued to work in conjunction with the Diocese of Bath and Wells, to provide a Chaplaincy service, through a volunteer Chaplain and a small team of volunteer workers. Support is provided to students and staff, across all faiths and none, in order to ensure that the well-being of everyone working or studying at Yeovil College is maintained. The new appointment is working well and Tom Putt is an established member of the College Community.

### **Personal Care**

Students who require personal care during their College day are able to access a choice of personal care suites, including our fully inclusive suite with track hoist and a selection of showering/toileting facilities housed within our Independent Living Skills centre. This enables students with higher levels of additional personal care needs to

enjoy and succeed at College alongside peers with little or no additional/personal care needs.

### **Lesbian, Gay, Bisexual, Transsexual and Questioning Group (LGBTQ)**

This group is available for direct support to Lesbian, Gay and Bisexual students or those questioning their sexuality, it is also open to anyone who would like advice or help in this area or feels that they would like to be part of the group. Taunton based 2BU work with the college to promote and develop the group as part of Fresher's Fayre. 2BU is a youth support group for LGBQ young people in Somerset. They also offer advice to parents and professionals. The Student Support Team work closely with them for external referrals as appropriate

### **Parenting Group**

This group runs in conjunction with GETSET, a midwife and other supporting professionals. They have arranged a number of dates to meet with young parents and parents to be to offer support both within the College or signposting to external services and support.

### **Links with External Agencies**

The College has continued to work with external agencies that include 2BU, Child and Adolescent Mental Health Service (CAMHS), Somerset Drugs and Alcohol Partnership, NHS Trusts and local county councils. Closer working relationships with the Foyer (P2i) who have now taken on responsibility for some of the housing projects has enabled a higher level of support for these students. The young Carers and transitions project are also meeting regularly with the Head of Student Experience to identify and support students who are more vulnerable.

### **Tutorials**

Tutorial materials have been developed on equality and diversity topics. The Student Support Services Team continues to develop tutorials which cover the key topics of mental health and sexual health including relationships and sexuality. These have been delivered as part of the cross college tutorials throughout the year. This year the drugs and alcohol awareness was presented by the Amy Winehouse Foundation. Prevent tutorials have also been a focus of the year with discussions on Fundamental British Values at the core. Tutors have been issued materials to support Fundamental British Values which enable students to discuss and also make links to how the college meets these.

### **Safeguarding Information**

Staff continue to be kept regularly informed about Safeguarding through the Safeguarding and Equality & Diversity Group and Nin90, as well as through a weekly "Heads Up". The College is a member of the Local Safeguarding FE Leads Meetings. Key information and advice is disseminated through the group. New posters have been developed to reflect the 'Prevent' strategy, as well as updated information for Somerset Direct contact details.

### **Safeguarding Group**

The Safeguarding Group which incorporates the E and D Group, continues to meet every half-term. Membership consists of the Designated Safeguarding Officer and officers plus key staff who have an interest in e-safety.

### **Conclusion**

This has been another positive year in terms of Equality and Diversity. The College will be working hard to further develop the above aspects of Equality and Diversity and Safeguarding during 2016/17

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