

Equality objectives 2019-2022

As part of its Vision, the National College Creative Industries aims to:

- Diversify the workforce, working with employers to provide opportunities for young people to increase their awareness of careers in the industry, and providing the appropriate level of support for students from under-represented backgrounds.
- Provide a safe and inclusive environment which is responsive to the individual needs of students and recognises strength in difference

OBJECTIVES	ACTIONS	MEASURES
<p>Culture Promotion of Equality and Diversity and Civil Values (reflecting Ofsted definition of “British Values”*), at a time of heightened community sensitivity. These values include</p> <ul style="list-style-type: none"> • democracy; • the rule of law; • individual liberty; • mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. 	<ul style="list-style-type: none"> • Continue to provide training for staff on the promotion of equality and diversity and values • Continue to measure the extent to which equality and diversity is promoted through lesson observations and learning walks • Ensure equality and diversity and values are included in the induction programme for all learners • Promote equality and diversity through a programme of college campaigns and enrichment activities • Encourage feedback from learners on equality and diversity through student surveys, open forums and student meetings 	<ul style="list-style-type: none"> • Lessons observed demonstrate the promotion of E&D and values • All students complete E&D and British Values areas of induction • A programme of equality and diversity/values promotion is in place and being delivered • 95% of learners agree with the statement; ‘I am treated with respect’ (student survey)

<p>Industry To contribute towards creating an increasingly diverse workforce within the Creative and Cultural industries, by:</p> <ul style="list-style-type: none"> • Growing the best talent from the broadest range of backgrounds • Working with employers to encourage diversity in the recruitment of apprentices. 	<p>Engagement with employers and other industry bodies regarding opportunities and obstacles to increasing diversity</p> <p>Working with local schools and college providers to encourage a wide range of applicants for courses and apprenticeships.</p>	<p>The profile of NCCI learners and apprenticeships by protected characteristic, and by socio-economic group (as measured by Indices of Multiple Deprivation) , reflects that of the local population. For instance, the BAME population of Thurrock is 19.09%.</p>
<p>Achievement No achievement gaps for protected characteristics** and on grounds of socio-economic background</p>	<ul style="list-style-type: none"> • Monitor achievement, retention, attendance and progression to careers by protected characteristic and socio-economic background • Provide appropriate support for students with Learning Difficulties and Disabilities and other additional support needs. • Analyse reasons for any achievement, retention and attendance gaps and put appropriate actions into place, including individual interventions for ‘at risk’ learners. 	<p>There is no variance in achievement, retention, attendance and progression to careers against the average for learners according to protected characteristic or socio-economic background.</p>
<p>Monitoring Improve collection and processing of E&D data</p>	<ul style="list-style-type: none"> • Provide information to learners and staff on why equality and diversity data is collected and how it is used • Encourage learners to provide equality and diversity data information at the point of enrolment • Actively collect equality and diversity data on college staff • Publish staff and learner data annually and show how data has been used to improve teaching and learning, and to help diversify the workforce of the Creative Industries. 	<p>Production of an Equality and Diversity annual report to the Board</p>

*Educational establishments are required to teach and promote four fundamental “British Values”. This is assessed by Ofsted as part of an inspection.

**Protected characteristics under the Equalities Act 2010 (Public Sector Equality Duty) include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.