

NewVic Equality Objectives 2016-2020

Review of Progress March 2019

We respect and care for all members of our community and want to develop our community by valuing diversity and advancing equality. Our nine equality objectives were set in April 2016 and this report gives an update on our progress.

Our nine objectives address our Public Sector Equality Duty (PSED) to:

- (a) Eliminate discrimination, harassment and victimisation
- (b) Advance equality of opportunity
- (c) Foster good relations

The following are defined as protected characteristics under the 2010 Equality Act: age, disability, race, gender, gender reassignment, pregnancy & maternity, marriage & civil partnership, religion or belief, sexual orientation.

PSED area the objective addresses	Protected Characteristic	Equality Objective	Timescale and milestones	Lead role
(b)	race	(1) Increase % of ethnic minority managers from 27% to 37% <i>Update March 2019: the % of ethnic minority managers is the same as previous year at 29%.</i>	3% increase by 2017 5% increase by 2018 8% increase by 2019	Vice Principal
(a) and (b)	disability	(2) Increase % of disabled staff from 5% to 10% <i>Update March 2019: the % of disabled staff is the same as the previous year at 6%.</i>	2% increase by 2017 3% increase by 2018 4% increase by 2019	Vice Principal
(b)	religion and belief	(3) Improve staff data collection rates from 54% to 95% <i>Update March 2019: staff data collection rates are currently 69%.</i>	10% increase by 2017 20% increase by 2018 30% increase by 2019	Vice Principal
(b)	sexual orientation	(4) Improve staff data collection rates from 69% to 95% <i>Update March 2019: staff data collection rates are currently 75%.</i>	10% increase by 2017 15% increase by 2018 20% increase by 2019	Vice Principal

PSED area the objective addresses	Protected Characteristic	Equality Objective	Timescale and milestones	Lead role
(a) and (b)	race gender	(5) Increase diversity of governing body to more closely reflect student body (based on declarations from 12/13 members in March 2019) 1. increase % of ethnic minority governors from 40% to 60% 2. increase % of male governors from 29% to 50% <i>Update March 2019: % of ethnic minority governors is 42% and % of male governors is 50%.</i>	By 2020 – each member (except for student governors) has a four year term of office.	Governing Body
(b)	gender	(6) Reduce success rate gap between males and females from the current 5% to 2% <i>Update March 2019: the 17/18 success rate gap decreased by 1%</i>	reduction of 1% per year	Vice Principal
(b)	disability	(7) Reduce success rate gap for students with disabilities to the same as students without disabilities <i>Update March 2019: 17/18 gap increased by .3%</i>	reduction of .5% per year	Assistant Principal Student Services
(a), (b) and (c)	sexual orientation	(8) 80% of students surveyed agree that NewVIc is an LGBT friendly college and LGBT students and staff give positive feedback about their college experience as indicated by an increase in student satisfaction ratings year on year and staff focus group <i>Update March 2019: 88% of students surveyed agreed NewVIc is an LGBT friendly college.</i>	benchmarking survey in place by 2017 staff group in place by 2017 student group feedback collected annually	Assistant Principal Student Services
(a), (b) and (c)	All protected characteristics	(9) Carry out equality impact assessments across all of the college's functions <i>Update March 2019: equality impact assessments have been carried out in 6 out of 15 (40%) support areas.</i>	20% completed by 2017 40% completed by 2018 70% completed by 2019	Assistant Principal Student Services