

Equality Aims and Objectives 2016 – 2020

The College's Equality and Inclusion Aims

To eliminate discrimination and unfair treatment, the College will work with all members of the College community to work towards a future where:

- **Society cares for all members and ensuring people receive support to overcome adversity where needed.**
 - Students and staff who are disabled, have learning difficulties or mental health issues will receive support to enable them to achieve their goals, become more independent and active citizens in modern Britain.
- **Every student learns the essential skills to fulfil their potential.**
 - Students will understand their rights and responsibilities and, where relevant, as an employee, and as citizens and consumers in the community. We will encourage everyone to work cooperatively with others in all settings and promote good and productive working relationships with their peers, employees and employers
- **Where people of all faiths and beliefs foster good relations on mutual understanding and respect.**
 - Promote equality and foster and ensure a greater understanding of and respect for people of all faiths (or those of no faith), races, genders, ages, sexual orientations and people who are disabled (and other groups with protected characteristics). Ensuring they are protected from harassment, bullying and discrimination, including those based with employers
- **A society that is representative and sustainable – socially, economically and environmentally.**
 - The College will encourage females and black and minority ethnic students to choose a career in construction to address the skills gap in the industry. The industry needs creative and talented people to enter the construction workforce.
 - The college will work proactively with employers to promote the business case for having a diverse workforce.

The College's Equality Objectives

1. We will help all members of the College community to broaden their knowledge of different faiths and beliefs, to enable them to understand the reasons for rejecting discrimination in modern Britain.
2. We will actively challenge and not tolerate racist, sexist and homophobic behaviour at all times conveying this message during the staff and student induction process and diversity themed events.
3. We will work towards closing the performance gap between different groups of students and ensure individual students receive support to overcome any adversity or barriers faced.

