

Equality and Diversity Objectives 2017

Lead	Objective	In place by	Progress
Director of Marketing and Student Recruitment	Produce monitoring data on 2016 HE applications and acceptances for publication on the website	31 st January 2017	
	Produce monitoring data on young people participating in our WP Programmes	31 st March 2017	
	Give detailed consideration to how can we use Equality and Diversity statistics to inform goals and objectives, including WP activities	31 st July 2017	To be included on agendas for admissions review meetings

Director of HE	Produce monitoring data on 2016/2017 HE enrolments for publication on the website	31 st January 2017	
	Produce information on retention, completion and achievements of HE students based on AMR data for publication on the website	31 st March 2017	
	Provide training and advice for teaching staff on inclusive practice	For July 2017 P&D Days	
	Consider the introduction of e-learning programmes on Equality and Diversity for students	30 th June 2016	
	Equality Impact Assess Student Support policies	On-going	
	Develop strategies for attracting, retaining and supporting students who are care leavers	31 st July 2017	

	Finalise Guidelines for supporting Mental Health Policy (Students)	30 th June 2017	
	Review the work of the Student Support Team	31 st March 2017	

Founding Principal/CEO	<p>Ensure our new Strategic Plan 2017 – 2022 contains an on-going commitment to the promotion of equality and diversity including:</p> <ul style="list-style-type: none"> •Appreciating Diversity - commitment to understanding others' opinions, beliefs and cultures, respecting each other, other organisations and communities; •Equality of access and opportunity - endorsing the aim of widening participation in higher education, and valuing the benefits of diversity in our staff and student communities 	31 st March 2017	
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Director of Administration and Personnel	Produce 2016 staffing profile for website	31 st January 2017	
	Produce monitoring data on 2016 recruitment and selection for the website	31 st January 2017	
	Equality Impact Assess staff support policies	On-going	
	Finalise Guidelines supporting Mental Health Policy (Staff)	30 th June 2017	

	Finalise Guidelines supporting policy on Safeguarding of Vulnerable Adults	30 th June 2017	
	Enhance our SharePoint Equality and Diversity resource for staff	On-going	

Group Director of Finance	Ensure resources are in place to allow for collection of appropriate monitoring data (SITS, iTrent)	On-going	
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Programme Leader for LIPA 4:19	Collation of monitoring data on enrolments to LIPA 4:19	31st January 2017	
	Collation of monitoring data relating to enrolments and withdrawals and identification of any trends	31st August 2017	

Head Teacher – LIPA Primary School	Ensure that appropriate E&D policies are in place and are consistent with overarching LIPA Group policies	31 st March 2017	
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Director of Sixth Form College	Ensure that appropriate E&D policies are in place and are consistent with overarching LIPA Group policies	31 st March 2017	
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Senior Staff Areas of Responsibility

Lead	Key Activities
Director of Marketing and Student Recruitment (including Admissions, Widening Participation, Alumni Relations)	a. Collation of monitoring data on HE applications; b. Development/maintenance of policies and procedures in relation to the recruitment of students; c. Implementation of the Access Agreement; d. Development of WP initiatives.
Director of HE (HE Curriculum, Teaching and Learning Strategy, Enrolled Students, Student Support, AMR, Achievements)	e. Collation of monitoring data on HE enrolments; f. Development/maintenance of policies and procedures in relation to student support/learning services; g. Monitoring of student complaints relating to discrimination, harassment or bullying; h. Agreement of reasonable adjustments for students; i. Implementation of relevant QAA codes of practice; j. Consulting/liasing with students through the formal committee structures. k. Collation of monitoring data on students by programme; l. Collation of monitoring data relating to outcomes/withdrawals.
Founding Principal/CEO (Corporate Responsibilities)	m. Development/maintenance of values and standards of behaviour; n. Integration of equality issues via the Strategic Plan.
Director of Administration and Personnel (Staff Recruitment, Employee Assistance, Training)	o. Production of staffing profile; p. Collation of monitoring data on recruitment and selection; q. Monitoring of staff complaints relating to discrimination, harassment or bullying; r. Provision of relevant training opportunities; s. Development/maintenance of personnel policies and procedures.
Group Director of Finance (Data Systems)	t. Implementation of the Access Agreement; u. Development of data collection systems.

<p>Programme Leader for LIPA 4:19 (Curriculum, Recruitment, Enrolled Students, Student Support)</p>	<p>v. Collation of monitoring data on applications and enrolment to LIPA 4:19; w. Maintaining child safeguarding arrangements.</p>
<p>Head Teacher – LIPA Primary School</p>	<p>x. Ensuring that appropriate pupil/staff E&D policies are in place and are consistent with overarching LIPA Group policies; y. Maintaining child safeguarding arrangements.</p>
<p>Director – LIPA Sixth Form College</p>	<p>z. Ensuring that appropriate student/staff E&D policies are in place and are consistent with overarching LIPA Group policies; aa. Maintaining child safeguarding arrangements.</p>