

2024-2028



Cardiff and Vale College  
Coleg Caerdydd a'r Fro

# Strategic Equality Objectives



## Our Purpose

# To change lives through learning.



## Values

### Inspirational

We are ambitious, proactive and lead by example.

### Inclusive

We are one unique team – working together for the benefit of all.

### Influential

We are a driving force for social and economic regeneration

Please note the information in brackets after each action refers to the specific protected characteristic.



# Objective 1

## Diversity of Learners and the Learner Journey

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To attract, select and retain a diverse range of learners to College by breaking down barriers to access and creating an environment that encourages and supports all learners to actively engage. To help achieve this we will aim to:

### Policies and Procedures/Action Plans

1. To implement procedures to support Transgender/non-gender specific learners including exam access arrangements and learner records. (G & T)
2. Review policies and procedures in line with ALN Act. (D)
3. Develop LGBTQ+ action plan in line with Welsh Government's requirements. (S)

### Admissions

4. To further raise awareness of the apprenticeship route within our community including working with local employers. (E&D)
5. To monitor impact of REACH on providing a learner-led referral process for learners to access ESOL and wider sign-posting support. (All)
6. To review enrolment and recruitment events to ensure they meet the needs of learners with ALN. (D)
7. To monitor recruitment and enrolment conversion data by protected characteristic, setting actions where any differential impact is identified. (All)
8. To continue to develop a pool of diverse case studies highlighting the impact of studying and working at College. Use these case studies on the website and in other publicity. (All)

### Regulatory and External Criteria

9. To implement and meet statutory duties within the ALN Act. (D)
10. To continue to meet criteria for College of Sanctuary. (All)
11. Continuously analyse impact of the Transgender Charter. (T)

### Curriculum

12. To embed EDI into the curriculum planning process to ensure the curriculum fully meets the needs of our diverse community. (All)
13. Work with key partners and employers to expand our Supported Internship programme and monitor progression to sustainable employment.
14. To work with Adult Learning in the Community partners to meet the objectives in the Citizens' Curriculum, providing appropriate opportunities for adults to access learning.
15. A radical revision of FE curricula and qualifications to reflect contemporary Welsh values, incorporating the importance of colonial history and its influence on society historically and now; the impact of racism on Black, Asian and Minority Ethnic and white people; the contributions made by Black, Asian and Minority Ethnic people to society. (Anti-racist action plan objective)

### Culture and Community Cohesion

16. To further develop the work of learner and staff societies/networks around EDO themes (E, G, SO, T, R&B).
17. To develop the use of a diverse range of learner and staff role models. (All)
18. To run and review the impact of NUS campaigns on key EDI aspects including mental health, disability awareness, community cohesion, islamophobia, antisemitism and sexual orientation. (D&S)
19. To improve college visibility on ALL sites of key EDI events eg Pride. (All)
20. To put in place a programme of learner voice surgeries run by learners expert in EDI to support PCs – to amplify the voices of all groups of learners, providing them with the space to share their views. (All)
21. FEIs to promote anti-racism and ensure fair and positive treatment of Black, Asian, Minority Ethnic learners, apprentices, staff and communities in all communications, messaging and optics. (Anti-racist action plan objective)
22. To complete a trauma informed action plan and objectives, supporting the College to become trauma informed. (All)

# Objective 2

## Achievement and Progression

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To ensure all learners are facilitated to have equal opportunity to achieve their qualifications to develop the skills they need to progress into meaningful further study or employment. To help achieve this we will aim to:

### Quality Data Analysis

1. To continue to report on 4 protected characteristics as part of data monitoring through the quality cycle. (G, A, R and D)
2. To continue to embed this into self-assessment and QDP processes in all areas. (G, A, R and D)
3. To review learner experience of identified groups from quality analysis and set actions to improve success rates. (E & G)
4. To ensure the effective use of value added to ensure all learners make appropriate progress against their individual starting points. (All)
5. To review findings of BFL and retention research projects and respond to actions. (G, D & E)
6. FEIs to publish annually learner, apprentice, staff and governor data by ethnic background, including actions to address any identified gaps. (Anti-racist action plan objective)

### Support for Learning

7. To review ALN provision in line with the new ALN Act and provision for learners with learning difficulties and disabilities yearly, reporting to Welsh Government and the Local Authority. (D)
8. To develop provision for learners with more complex needs considering curriculum, the physical environment, additional support and training for staff. (D)
9. To review support for learning within the apprenticeship provision adapting procedure to ensure all support needs are identified, met where appropriate and monitored. (D)
10. To improve the timely completion and accuracy of exam access arrangements and reasonable adjustments (ARRAs) applications. (D)

### Professional Learning

11. To support staff to develop inclusive teaching practices in order to improve universal provision across college. (D)
12. To develop a revised EDI training programme for staff which covers all protected characteristics and meets the specific, diverse needs of our community.

# Objective 3

## Inclusive Culture

To promote equality, respect and inclusion across College and its partners and embed equality into the decision making at all levels. To help achieve this we will aim to:

### External Accreditation

1. To review Leaders in Diversity responses relating to staff behaviours in line with values across college and produce action plan where any disparity is identified. (All)
2. To renew Leaders in Diversity. (All)
3. To meet IIP actions and retain standard. (All)
4. To meet the actions in the Time to Change action plan. (D)
5. To gain Disability Confident Level 3. (D).

### Tutorial

6. To further review the current tutorial provision and develop a new programme in line with the Wellbeing of Future Generations Act and Anti-racist Action plan. (All)
7. To develop a tutorial for the WBL provision in College in line with the Wellbeing of Future Generations Act and Anti-racist action plan accessible to all apprenticeships. (All)
8. To address recommendations of the Estyn thematic report on per to peer sexual harassment. (G, T & SO)

### Quality

9. Quality systems evaluate the effectiveness of pedagogy and curriculum practice in promoting anti-racism, alongside strategies to address attainment gaps through reviews and annual reports. (Anti-racist action plan objective)
10. To design and implementation of a common framework to share best practice in the advancement of anti-racism across all modes of learning. To be developed through sector wide collaboration (i.e., FE regulators, development organisations, employer bodies, unions and FEIs). (Anti-racist action plan objective)

### Professional Learning

11. To deliver a programme of management training to enable them to support and challenge behaviours in line with college values. (All)
12. All professional development and leadership programmes to include, as a central component, the consideration of anti-racism and for teacher training, the inclusion of anti-racist pedagogy. (Anti-racist action plan objective)

### Equality Impact Assessment

13. To review and fully embed the College's EIA process. (All)
14. To develop and deliver EIA training for all managers which will equip them to undertake effective impact assessments. (All)

# Objective 4

## Collaboration and Engagement

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To ensure that engagement takes place with staff, learners, communities and local voluntary/ third sector groups from protected characteristics through collaboration, communication and consultation. To help achieve this we will aim to:

### Staff Voice

1. We will use a variety of techniques including social partnerships, focus groups and staff surveys to collect and gauge staff views in order to continue to develop action plans. (All)
2. Develop a process for staff focus groups, extending communication and consultation across College. (All)
3. Review effectiveness of staff communication strategy. (All)

### Governance

4. To extend the representation of the Governing Body to ensure it more fully reflects our community. (All)
5. To regularly provide training to all members of the Governing Body in EDI. (All)
6. All institutional committees, boards or advisory groups established to address racism and inequalities to be led by and made up of those with real insight of these issues, or expertise in these areas. (Anti-racist action plan objective)

### Community Engagement

7. To develop staff engagement in planning for College involvement in community events ie Pride. (All)
8. To continue to work effectively with current partners. (All)
9. To continue to develop new partnerships which support the College's strategic objectives. (All)
10. To promote anti-racism and ensure fair and positive treatment of Black, Asian, Minority Ethnic learners, apprentices, staff and communities in all communications, messaging and optics. (Anti-racist action plan objective)

# Objective 5

## Attracting, Retaining & Investing in the Development of Staff

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To attract, retain and develop a diverse range of people to work at the College to enable staff demographics to match learner demographics more closely and to enable those that work here to have access to open and transparent career development and progression. To help achieve this we will aim to:

### Recruitment

1. Monitor recruitment data by protected characteristic and use to plan community activities. (All)
2. To further develop the Aspiring Teachers bursary for college staff, community and ex- learners. (All)
3. As part of the Jobs Compact, run practical application events to support members of the community to apply for jobs at college. (All)
4. Recruitment and selection processes, including the deployment of recruitment companies to be anti-racist and proactively redress imbalances in the ethnic diversity of staffing and leadership at all levels. (Anti-racist action plan objective)
5. Annual reports and diagnostic and structural reviews to compare data on Black, Asian, Minority Ethnic leaders, managers, staff and governors against the student body profile and local demographics and incorporate anti-racism impact assessments. (Anti-racist action plan objective)

### Staff Progression

6. Review PMAR to ensure staff from specific groups take up this opportunity. (E)

### Staff Wellbeing and Support

7. To continue to develop and report the impact of wellbeing initiatives via the Wellbeing Committee. (All)
8. To continue to deliver pre-retirement seminars to support older workers in their transition to retirement. (A)
9. To embed the activities of the staff Time to Change champions and Mental Health First Aiders and review impact. (D)
10. To implement Transgender procedures supporting staff to meet the needs of those within the organisation, as well as enabling the college to effectively meet the needs of any transgender staff. (T)
11. To promote array of benefits available to staff and assess impact of their use on. (All)

# Objective 6

## Accessibility and Estate

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To ensure the Estate reflects the diverse needs of our community and provide accessible and inclusive working and learning environments. To help achieve this we will aim to:

### Access and Campuses

1. To monitor campus accessibility via regular audits to reflect the diverse needs of all learners eg gender neutral toilets, disability access. (All)
2. To ensure all new campuses are designed to reflect the diverse needs of all learners ie accessibility, prayer space etc. (All)

# Objective 7

## Fair Pay

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To continue to ensure all staff from all protected characteristics are paid a fair wage and we actively reduce any pay gap. To help achieve this we will aim to:

### Pay

1. To sign the Cardiff Bay Community Jobs Compact with a view to increasing staff diversity. (All)
2. To continue to produce and publish staff data yearly and develop actions as a result. (G, E & D)
3. To continue to work towards the actions developed above. (All)
4. We will continue to look for best practice in challenging the pay gap. (All)

# Objective 8

## Procurement

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We will ensure that other organisations who deliver functions on our behalf give due regard to equality, and we will monitor their performance towards meeting the Duty. To help achieve this we will aim to:

### Policies and procedures

1. We will monitor the implementation of procurement procedures, producing actions as required. (All)

### External Drivers for Improvement

2. To establish an audit process, assigning responsibilities for all of our procurement services to measure whether each organisation gives due regard to equality. (All)
3. To include data from equality monitoring of suppliers as part of every contract renewal process to ensure they have the highest standard of compliance with equality and diversity legislation. (All)



# Objective 9

## Data Collection and Monitoring

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To enhance the collection, analysis and monitoring of equalities data and relevant equalities information. To help achieve this we will aim to:

### Data Analysis

1. To continue to report on 4 protected characteristics as part of data monitoring through the quality cycle. (G, A, R and D)
2. To continue to produce and publish staff data yearly and develop actions as a result. (All)
3. To continue to report and respond to learner voice data for all PCs and develop actions as a result. (All)
4. All regulatory bodies, funders and membership groups publish workforce, leadership and governance profile data by ethnic background, including actions to address any gaps. (Anti-racist action plan objective)

### Dashboards

5. To further enhance dashboards so they support analysis of EDI data. (G, A, R and D)
6. To review the recording of reasons for withdrawals for all learners to support collection, analysis and monitoring of equalities data. (All)
7. To review the information gathered in On Track to ensure that it is used effectively to support learners at risk. (All)

If you have any comments or want to know more about what Cardiff and Vale College is doing in relation to our Strategic Equality Objectives please contact Michell Hiller-Forster on [mhiller-forster@cavc.ac.uk](mailto:mhiller-forster@cavc.ac.uk)