



Derby College Equality Objectives

Derby College's EDI objectives are to challenge discrimination and disadvantage, raise standards, and advance aspirations of all of our customers.

This will be achieved by:

- Improving rates of retention and achievement for underachieving groups
- Raising the profile of EDI across the College to encourage discussion and participation in EDI related topics
- Developing teaching resources which, in turn, will embed EDI into the curriculum
- Monitor the strengths identified related to equality and diversity in classroom observations.
- Engaging staff and learners in EDI activities to raise awareness of diversity
- Target-setting and monitoring of data, with subsequent action planning, to ensure individual needs are met and achievement gaps are narrowed
- Identifying achievement issues for learners at faculty/academy level and setting targets/strategies to narrow achievement gaps.
- Promote learning and working opportunities to diverse and under-represented groups to challenge occupational and curriculum stereotypes and to celebrate an inclusive organisational culture, especially in Hair and Beauty, Construction, Engineering, Motor Vehicle, Health and Social Care and Early Years.
- Improve recruitment for Higher Education students from Widening Participation (WP) cohorts: especially First in Family, Polar 3, Free School Meals, adults, care leavers.
- Increase learner disclosure of protected characteristics disclosed as part of second data entry.
- Promote EDI within work-based learning assessment and review strategies, especially around embedding EDI