

## **Equality Statement**

City College Norwich aims to be:

- A College where everyone benefits from the wide diversity of staff and students\*.
- A College we can all access with equal ease and dignity, enjoy a sense of belonging, and where learning and working have been designed with all of us in mind.

## **Purpose**

This statement will identify the steps the College has taken to meet its equality objectives and how it will continue to build on the good work undertaken to date and continue to meet the legal requirements under the Equality Act 2010.

This statement is supported by the College's Trans Equality Statement, the College's Equality and Diversity Policy and is referenced in the College's Field Trips, Visits and Other Extra-Mural Activities Procedure.

## **Achievements to date**

The College identified the need for more definition and clarity in relation to what equality and diversity means at City College Norwich for both students and staff.

Line management staff participated in an intensive development programme (Creative Excellence in Leadership) which links values, the strategy and practical management with equality and diversity embedded throughout. This initiative was a success and contributed to developing the culture of the College. Creative Excellence also resulted in the College adopting our Ways of Working, which have continued to play a critical role in how staff and students work and learn together. The Creative Excellence 2022 leadership programme has been relaunched to commence throughout 2022. At its heart, Creative Excellence has a thread of equality to support our continuing challenge to ensure that our College is a diverse, equitable and inclusive community.

In April 2022, the College started its journey with Investors in Diversity, working towards achieving Investors in Diversity accreditation.

## **Fundamental British Values**

As part of preparing our students for life in modern-day Britain, the College runs themed activities throughout the year which typically focus on 'what are British values; what is democracy; when is it ever ok to break the law; what does it mean to be free and is it ok to challenge a person's faith. These activities have proven to prompt much discussion and positive student engagement.

## **Trans Equal**

As part of our work to ensure our students feel safe, sound and have a sense of belonging, the College held a series of Trans Equality workshops with students and staff in attendance. As a result of this work a Trans Equality Statement and Action Plan have been developed. Students are introduced to Trans Equality at City College Norwich by participating in a discussion based workshop centered on the video '[Trans Equality at City College Norwich](#)'.

## **Priorities for 2022/23**

1. To achieve outstanding outcomes for our students and apprentices that add value and enable personal and professional progression.
2. To make a significant and exemplary contribution to education and training at all levels to respond to changing economic development needs.
3. To have a culture where we strive to continuously improve through innovation and aspiring to excellence.
4. To deliver a professional and inspiring college environment in a sustainable way.
5. To engage at local, regional, and national levels to build purposeful partnerships which benefit our communities.

## Objectives 2022 - 2026

Objectives	Outcomes
<p><b>1. Students, and studying</b></p> <ul style="list-style-type: none"> <li>• Promote inclusive learning and high achievement.</li> <li>• Reduce the impact of deprivation and other forms of disadvantage on students' learning.</li> <li>• Enable all students and apprentices to recover and 'FLORISH'.</li> <li>• Provide programmes that support under-represented groups and communities, particularly the most disadvantaged.</li> <li>• Reflect on working and learning in pandemic and post-pandemic times and evolve working practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Students are respected, included and well looked after by their teachers and by each other.</li> <li>• Students know about equality and the environment as it relates to their course.</li> <li>• Students can work successfully in diverse teams.</li> <li>• Harassment and bullying are not tolerated including on social media.</li> <li>• Positive action is taken to remedy achievement differences between groups.</li> <li>• Student's development goes beyond their qualifications</li> <li>• Programmes support students to 'Flourish'</li> <li>• Curriculum offer is inclusive and meets the needs of under-represented groups and those who are disadvantaged.</li> <li>• Students and staff exemplify Ways of Working whilst learning and working together.</li> <li>• A college with Diversity, Equity and Inclusion at its heart, where staff and students feel that they belong.</li> <li>• The development of accessibility tools in Blackboard, providing accessible formats and digital inclusion.</li> </ul>
<p><b>2. Staff and working</b></p> <ul style="list-style-type: none"> <li>• Benefit from a diverse staff community.</li> <li>• Deliver a programme of staff well-being activities.</li> <li>• Achieve Investors in Diversity accreditation.</li> <li>• Uphold our Ways of Working, collective accountability, and teamwork as key tenets of our organisational culture.</li> </ul>	<ul style="list-style-type: none"> <li>• Our staff profile better mirrors that of our students.</li> <li>• All members of staff are valued, benefit from the College's wellbeing initiatives and in return contribute further to their organisation's life.</li> <li>• Harassment and bullying are not tolerated in any form. Staff have the support and the skill to promote equality in their work.</li> <li>• A workplace culture and environment that makes the College an Employer of Choice.</li> </ul>
<p><b>3. Leadership and managing</b></p> <ul style="list-style-type: none"> <li>• Provide leadership on equality &amp; diversity and a strategy for success.</li> <li>• Deliver a Creative Excellence programme for all managers and team leaders.</li> </ul>	<ul style="list-style-type: none"> <li>• Senior managers take the lead on promoting equality and diversity, set the tone on inclusion and lead through collaboration.</li> <li>• Accountable plans are in place to promote equality and diversity.</li> <li>• Policies and processes promote equality and inclusion.</li> </ul>

<ul style="list-style-type: none"> <li>• <b>Local community, stakeholder engagement and procurement</b></li> <li>• Champion equality with partners and connect with marginalised communities.</li> <li>• Concentrate on strategic stakeholder engagement, management, and experience</li> <li>• Play a leadership role in tackling education inequity in Norfolk.</li> <li>• Value the diversity of our students, staff, and the communities we are part of.</li> </ul>	<ul style="list-style-type: none"> <li>• We use procurement to promote equality, diversity and fair employment practices.</li> <li>• Partnerships which benefit the local community and Students.</li> <li>• Highly effective strategic stakeholder engagement and management systems in place</li> <li>• Preferred partner for key stakeholders in strategic developments</li> <li>• Collaboration with other colleges brings benefits to our students which we could not achieve on our own</li> <li>• Recognised as an anchor institution for our community</li> <li>• Reputation for thought leadership in Education and Skills</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Places and spaces – our environment and sustainability</b></li> <li>• Create an inclusive environment and ambiance</li> <li>• Produce a Net Zero roadmap for the College.</li> <li>• Prepare a new Estates Strategy.</li> </ul>	<ul style="list-style-type: none"> <li>• Spaces are decorated with positive images of diverse people and their achievements.</li> <li>• We design, maintain and manage inclusive places and spaces.</li> <li>• Accessible learning facilities.</li> <li>• Secure and robust infrastructure that enables students and staff to learn and work anywhere</li> <li>• Plan to reach net zero carbon emissions by 2030</li> <li>• Investment decisions made using environmental, social, and governance (ESG) criteria</li> </ul>