

Buckinghamshire College Group's Equality, Diversity & Inclusion Action Plan, describes how the College will meet its statutory duties as set out in the Equality Act 2010, the Public Sector Equality Duty and Buckinghamshire College Group's Equalities and Diversity Policy, to improve the equality of opportunity and outcomes, eradicating discrimination, demonstrating a clear commitment to placing equality, diversity and inclusion at the centre of every aspect of business and academic functions.

Public Sector Equality Duty

The General Equality Duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The specific Equality Duty requires public authorities:

- To publish information to show their compliance with the Equality Duty at least annually
- To set and publish objectives at least every four years

The College's Equality Diversity and Inclusion (EDI) objectives are to:

1. Raise the achievement and success levels of ALL different groups of students and work towards eliminating the gap in achievement between students with protected characteristics and those without.
2. Ensure all teaching, learning and assessment promotes, advances and celebrates diversity and British Values
3. Recruit, support and develop a diverse workforce which reflects and meets the needs of students and the community the College serves
4. Engage with students and stakeholders to improve student satisfaction for all groups and enhance the student experience
5. Support and enable access to learning for a diverse range of students

The aim of this action plan is to ensure that the whole College community owns and actively implements EDI objectives within the College's strategic framework. This plan will be reviewed on a regular basis by the EDI Steering Group and is updated annually.