

Equality & Diversity Objectives: April 2020 – March 2024

Objective	Protected Characteristic	Public Sector Duty		
		Eliminate	Advance	Foster
1. Reduce the gender pay gap from 14.9% to 12% by March 2024 (UK gender pay gap is 17.2% currently (mean))	<ul style="list-style-type: none"> Sex 	✓	✓	
2. Improve the number of employed staff with a declared disability from 7% to 9% by March 2024 to better reflect the number of job applications from people with a disability	<ul style="list-style-type: none"> Disability 	✓	✓	
3. Improve the achievement of students with mental health (83.8%) and social & emotional difficulties (80.3%) to the same level of the overall college achievement rate (87.5%)	<ul style="list-style-type: none"> Disability 	✓	✓	
4. Reduce the ratio of BAME to White 'full-time' students across the college's HE programmes from 1:11 to 1:8 by March 2024	<ul style="list-style-type: none"> Race 	✓	✓	
5. Reduce the ratio of BAME to White 'part-time' students across the college's HE programmes from 1:25 to 1:16 by March 2024	<ul style="list-style-type: none"> Race 	✓	✓	

<p>6. Remove the continuation rate gap between mature and young part-time students through the provision of financial, emotional and practical support that enables individuals to continue with their studies from a baseline data of 18.9% to 8% by March 2024</p>	<ul style="list-style-type: none"> • Age 	✓	✓	
<p>7. Increase the continuation rate of BAME students by identifying, understanding and addressing factors influencing their studies from 83.3% to 90% by March 2024</p>	<ul style="list-style-type: none"> • Race 	✓	✓	
<p>8. Decrease the attainment gap between those learners with a declared disability and those without from 32% to 15%. This relates specifically to those studying on first degree programmes, attaining a 1st or 2:1 classification</p>	<ul style="list-style-type: none"> • Disability 	✓	✓	
<p>9. Increase the proportion of mature HE part-time students progressing to further study or highly skilled employment from 70.4% to 78% by March 2024</p>	<ul style="list-style-type: none"> • Age 	✓	✓	

