

BRIDGWATER COLLEGE EQUALITY OBJECTIVE

UNDER-REPRESENTATION IN WORKFORCE PROFILE - RACE

The College has identified from workforce diversity profile analysis that employees within some categories within a particular protected characteristic group are under-represented within the College workforce. This currently does not reflect the growing diversity of the College students it serves.

Our Workforce Profile Equality Objective is:

- To continue to gather information from our staff workforce to ensure the data held is accurate and up-to-date. 1% of staff are from a black and minority ethnic background (BME) when compared to 9.2% of students from an ethnic background (as at July 2015.)
- To increase the number of new recruits by a minimum of 100% percentage points over a 4 year period (April 2016 to March 2020) (from 1% to 2%)
- to help advance equality of opportunity from different ethnic minorities (a protected characteristic)

Therefore, in order to address this, the action plan might include:

- a) impact **assess** the College's recruitment policy and practices to help eliminate any potential discrimination that may currently exist for people with a different ethnic background.
- b) review **recruitment advertising** methods and use of publications to ensure a diverse range of communities are able to access and view job adverts to advance equality of opportunity for people from diverse ethnic backgrounds.
- c) investigate the possibility of **advertising** in specific publications, attending jobs fairs and hosting a promotional stand as positive action at the Job Centre
- d) **identify training initiatives** to raise awareness and tackle any potential prejudice for staff involved in recruitment and selection to help promote understanding of people from different backgrounds and cultures.
- e) **consult** with existing employees and students to identify what challenges or barriers prevent people from ethnic backgrounds from applying to work at the College and identify any other measures the College could adopt to engage people from ethnic minorities.
- f) carry out **specific training for staff** on issues that arise to address matters related to race. Promoting a greater understanding and appreciation of diverse backgrounds and ethnicity.
- g) **engage** with relevant community groups to explore greater understanding of cultural requirements. Use the gathered information to organise and hold recruitment fairs to encourage applications from that group to advance equality of opportunity

We pledge to continue the good work we have already undertaken and to progress the actions listed above to achieve our staff workforce focussed equality objective.