

Introduction

Single Equality Scheme 2020-22

This is Shrewsbury Colleges Group Single Equality Scheme (SES). The Scheme describes in one document how we intend to fulfil our statutory duties under existing equality legislation, how we promote equality of opportunity and reduce discrimination, and how we demonstrate our commitment to promoting respect, fairness, equality and diversity and valuing all our students. It builds on the work we have been doing on race, gender and disability and follows the guidelines of the Single Equality Act.

Our Single Equality Scheme (SES) responds to the new single public sector equality duty, which requires all public authorities to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

The SES involves students, staff, governors and stakeholders and we work in partnership with them to implement it.

We have involved equality groups in the development of this Scheme and will engage with students, staff and stakeholders to develop our Action Plan.

We will continue to analyse data, promote awareness of equality, inclusivity and British Values and address issues that we identify. We will continue to make our policies and procedures increasingly inclusive.

Shrewsbury Colleges Group's Equality and Diversity Statement

Shrewsbury Colleges Group values each member of the College community and recognises the contribution made to college life by students, staff, service users, visitors, partners and governors. The College will always seek to ensure that no member of the College Community will be subjected to discrimination, unfair treatment, or treated less favourably because of any protected characteristics such as age, disability, ethnicity or racial origin, gender, marital status, nationality, religious beliefs or sexual orientation.

There is a strong belief in nurturing the potential of individuals through tolerance, respect and education.

The College recognises the importance of having a fair and just environment and is actively working towards promoting diversity.

The College will ensure that any alleged discrimination, harassment, bullying, unfair, or less favorable treatment is dealt with as quickly as possible, according to agreed procedures.

The College is clear that any form of racism or prejudiced behaviour will not be tolerated, and any incidents will be recorded, investigated and, in accordance with the College Conduct Policy, action taken to tackle and eliminate it.

It is the responsibility of all members of the College Community to uphold equal opportunity principles and to ensure that the SES is implemented fully by making sure that they do not discriminate and that they positively challenge all forms of discrimination within the College and promote our policies within the wider external community.

To this end, all students, partners, governors, prospective students and any other outside agencies involved with the College will be informed of the College's commitment to equal opportunities and diversity.

Shrewsbury Colleges Group's Aims

This SES incorporates the policy and plans for addressing issues relating to the protected characteristics: Age, Disability, Gender, Gender Identity, Race, Religion or Belief, Marriage or Civil Partnership, Pregnancy and Maternity and Sexual Orientation to ensure that equality and diversity practices meet the new Single Public Sector Equality Duty.

The College promotes equality of opportunity and good relations throughout the College Community to eliminate discrimination and encourage inclusion and participation. Where necessary it takes positive action to address any imbalance or disadvantage.

Shrewsbury Colleges Group's commitment to Equality, Inclusion and Diversity is paramount and it strives to go beyond its legal duty in order to promote social cohesion.

This includes the adoption of the IHRA definition of anti-Semitism as outlined below. The college will work to educate our staff and students as to the definition and will follow up any incidents of anti-Semitism online or on campus following our Student Conduct and Anti-Bullying policies as appropriate.

"Antisemitism is a certain perception of Jewish people, which may be expressed as hatred toward them. Rhetorical and physical manifestations of antisemitism are directed towards Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Strategic Priorities

Our Vision

Shrewsbury Colleges Group, where every student makes outstanding progress.

Our Mission

The Mission of Shrewsbury Colleges Group is to:

- Provide outstanding academic and vocational education and training in order that all students progress to university or employment
- Be a local centre of excellence for higher education
- Be the college of choice

Promoting the Single Equality Scheme

With regard to promoting the Colleges SES to staff, The College undertakes to:

- Tackle any form of discrimination on the grounds of race, disability, gender/transgender, age, religion or belief or sexual orientation
- Ensure that all policies and procedures are fully analysed and assessed for impact in order to incorporate the different needs of individuals
- Expand opportunities for all staff to attend training
- Provide a safe environment where everyone is treated fairly, with dignity and respect

With regard to promoting the Colleges SES to students, The College undertakes to:

- Provide a safe and supportive learning environment for all students
- Acknowledge the role of the curriculum in challenging and addressing discriminatory practice and discrimination
- Incorporate Equality Impact Assessments in the College Self-Assessment Report
- Monitor admissions and student progress in relation to demographics
- Obtain feedback and respond to it.

With regard to promoting the Colleges SES to employers, The College undertakes to:

- Ensure that they adopt the same commitment to equality, inclusion and diversity as the College does

- Ensure that students enjoy the same positive experience wherever their place of study or work placement.

With regard to promoting the Colleges SES to partners, the College undertakes to:

- Ensure that when purchasing products or services from external providers, equality, inclusion and diversity is reflected in our tendering process.

This SES will be available to all staff on InfoPoint and will be promoted by The Board and Senior Leadership Team. The SES will be published on the College website and copies made available at College receptions.

The promotion of the SES and the accompanying Action Plan will be monitored and details of its progress will be reported to:

- College Governors
- Clerk to the Board
- E & D Committee
- All Staff
- New staff during induction
- All students
- Senior Leadership Team
- Other stakeholders

The Local Context

Information derived from the Office for National Statistics published the 2019 Mid-Year Population Estimates on the 24th June 2020.

- Shropshire's population is estimated at 323,136 people.
- This is an increase of 2,862 (0.9%) from 320,274 at mid-2018.
- An increase of 2,862 is the greatest annual increase during 2011-2019, except for mid-2017 when the increase was 3,067.
- The population of Shropshire is estimated to have grown by 16,028 (5.2%) since 2011, from 307,108 to 323,136.

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- In the last year there were 15,087 internal in-migrants and 11,688 internal out-migrants in Shropshire. This makes net internal migration 3,339.
- Net in-migration has increased significantly in the last three years influenced by high levels of housebuilding in Shropshire. This contrasts with 2011-2012 when net in-migration was 902 and internal in-migration was 11,473 and out-migration was 10,571.

In 2019 Shropshire has an average score of 17.15 and is ranked 174th most deprived local authority in England out of a total of 317 lower tier authorities where a rank of 1 = more deprivation. The level of overall deprivation in Shropshire has increased slightly when comparing it against 2015 results.

There are 2 Shropshire LSOA's (Lower Super Output Areas) within the 10% most deprived LSOAs nationally compared to 1 LSOAs in 2015. 1 area is in the Shrewsbury area and 1 is within Ludlow. In 2019, 5% of Shropshire LSOAs are within the 20% most deprived and 52% are within the least deprived in England. This suggest that there is growing division.

Harlescott and Ludlow East are the most deprived areas within the county.

In addition to using the Index of Multiple Deprivation the College uses Free School Meals (FSM) to identify potential barriers so that support and resources are targeted towards those most in need.

How Does Shrewsbury Colleges Groups Promote Equality, Inclusion and Diversity?

- For employer-based training, there is a system in place to vet employers prior to commencement of training, which includes equality and diversity. On-going monitoring, either through re assessment of the employer or through the review process, ensures college standards are adhered to and learners' needs met. This takes the form of observations and questioning during the review process.
- The College has a robust application process for recruitment to ensure that equality in employment is secure. Monitoring applicant data has been in place for a number of years, which considers gender, sexuality, race, disability, ethnic origin and religion.
- Teachers will take notice of the individual learning strategies for students who have been assessed. It is essential that teachers and tutors work with the relevant areas, where appropriate, to provide materials, information, advice and study aids to meet the individual needs of students.
- Annual lesson reviews, programme reviews and curriculum planning are considered to monitor the extent and quality of the integration of Equality and Diversity into the curriculum. These highlight areas of good practice and areas where improvement is required. In response to this the College's Teaching and Learning Leads provide support and training to those areas where practice could be improved.

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- Equality and diversity training is mandatory for all staff to ensure our focus on this subject is maintained. There has been a lot of work to involve the Governors who now attend and complete the training.
- The College has amended its lesson planning and schemes of work documentation to ensure that equality, diversity and British Values themes are considered at the planning stage and throughout. Learning Leads and Curriculum Leaders work within curriculum areas to identify opportunities to develop embedding opportunities.
- The College is an approved UK NARIC Centre
- Curriculum areas are encouraged to send tutors and students to the Equality, Inclusion & Diversity Committee meetings to allow for a wide range of viewpoints to be considered. Meeting times are adjusted throughout the year to accommodate this.
- The Curriculum Support Director oversees the planning and communication for a range of Equality, Diversity, Inclusion and British Value topics for student tutorials. The Agency play a key role in the organisation of key events, celebrations and activities being held by our students and are reintroducing a diversity calendar and other channels to raise awareness.
- The Student Union Executive is made up of ten Officers from across The Colleges Group. They attend operational meetings where they can voice the views and suggestions of their peers and see how they can influence and drive forward strategies that raise awareness, break down barriers and ensure all students, including those with protected characteristics, have a positive experience whilst at college.
- Members of the additional learning support team provide training and mentoring for tutors and students. They deliver guidance and advice about using assistive software, making adaptations to materials and a range of other strategies that can support students.
- The College has well-established procedures for monitoring the performance of Equality & Diversity. All stages of the College's self-assessment process require the inclusion of Equality & Diversity analysis. Reports to SLT and ALT identify the performance of under-represented groups and make recommendations at curriculum level. This is also monitored through the Equality & Diversity link governor at Board.
- The Equality & Diversity Action Plan constantly evolves and is informed by the results of impact assessments, learning walks, outcomes, student feedback, policy changes and amendments to legislation. The Group Vice Principal for Quality and Curriculum monitors the progress of individual "minority" student groups and has the responsibility for ensuring that Equality & Diversity actions are included in the College QulP. The College Equality, Inclusion and Diversity Committee is responsible for monitoring actions and reviewing policies, and these have to be approved by the College Academic Leadership Team (ALT) and Governors.

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- Tutorial sessions have Equality, Diversity and British Values integrated within the planning to ensure that all students experience aspects that may be outside of their immediate environment and knowledge.
- Students based with employers are protected from harassment, bullying or discrimination through careful assessment, monitoring and questioning during regular reviews.
- Equality and Diversity data is based on the indicator question 'I would recommend the College to a friend'. This question is used as a 'general satisfaction' measure and then compared against different subgroups.
- Sexual Violence and Harassment
The college recognises that these issues impact on some groups more than others and do relate to protected characteristics. For example https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf indicates that in schools and colleges females are more likely to be victims and males perpetrators. There is also an acknowledgement that individuals who belong to our LGBTQ+ community are more likely to be impacted by these behaviours and crimes. The college follows this guidance and that in Keeping Children Safe in Education (2021) and the Office for Students Statement of Expectations <https://www.officeforstudents.org.uk/advice-and-guidance/student-wellbeing-and-protection/prevent-and-address-harassment-and-sexual-misconduct/statement-of-expectations/>
In striving to adopt a culture where sexual violence and harassment are not accepted, a zero-tolerance approach is followed, and an environment promoted where individuals can operate with confidence irrespective of their sex or gender identity. This is done through raising staff and student awareness and the following of rigorous procedures regarding peer on peer and other forms of sexual violence and harassment as well as the establishment of strong partnership working with other local and national agencies who can work with us to prevent incidents and support students and staff where incidents have occurred.

Equality and Diversity

The Student Perception of College (SPOC) survey, taken at the end of the academic year (June 2021), can be used to give us a measure of satisfaction with the College by subgroup. General satisfaction with the College runs at 94.2% and subgroups can then be compared against this average. The key findings are:

- There is little difference in percentage satisfaction with the College by Gender, Ethnicity or Disability.

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- When considering sexual orientation, Gay men and Gay / Lesbian women show least percentage satisfaction (at 80 and 83% respectively) and this data will be the basis of for a recommended focus for the Equality & Diversity committee.

Staff Profile

Shrewsbury Colleges Group employs approximately 576 full and part-time staff. There are also 68 casual staff. The staff are made up of 62% female and 38% male. The College also has a number of policies and procedures in place to support its equality initiatives.

The ethnicity of our staff in comparison to our students is as follows: 89.7% of our students (students include students aged between 16-18 years, adults and apprentices) are white British compared to 91.5% of our staff. 2.56% of our staff and 3.78% of our students are from any other white background. 0.19% of our students and 0.51% staff are white Irish. 0.93% of our students and 0.17% of staff are from mixed/multiple ethnic groups – white & black Caribbean. 0.21% of our students and 1.54% of our staff are Asian/Indian. 0.12% of our students and 0.17% of our staff are Asian/Asian British Bangladeshi. 0.82% of our students and 0.34% of our staff are black British – African, 0.14% of our students and 0.85% of our staff are black/black British Caribbean. 0.25% of our students and 0.17% of our staff are Chinese and 1.54% of our staff and 0.21% of our students are Indian. To help ensure our staff are representative of our student population we need to consider how we recruit more staff from other white backgrounds, mixed/multiple ethnic groups and black British – African groups.

Each revised version of the SES goes to the College Senior Leadership Team (SLT) and Academic Leadership Team (ALT) for agreement before being released to staff and uploaded to the website.

Monitoring

The College currently monitors its workforce by ethnicity, gender, disability, age religion/belief and sexuality in terms of staff profile and turnover, absence, applications for vacancies and success at interview. The Annual Workforce Monitoring Report is available on the College website. A comparison of staff with students has been a recent addition to this.

An analysis of staff, governor and student profiles has been completed this year to compare how they reflect the local community. Student ethnicity is above average.

Training

The College has an online training programme that ensures all staff, including governors, are trained in equality and diversity. There is a Moodle page where staff can access information and resources to support this. Bespoke training is provided for some staff, for example teachers who are identified as requiring improvement during the observation process or those for whom online training is not accessible. This approach has proved successful in supporting staff to improve their confidence and ability to provide a consistent approach to equality and diversity.

Where additional support is deemed necessary support is provided by College Learning Leads. Managers and staff who contribute towards staff selection are also provided with training and guidance to ensure compliance in relation to equality and diversity.

The College Lead for Equality and Diversity has completed the CMI Level 7 Management Award in Equality and Diversity and chairs the committee meetings.

The College currently provides online “Working Effectively with the Equality Act” to all front-line staff and Governors to ensure that they are aware of appropriate procedures to accommodate people with specific needs.

Shrewsbury Colleges Group’s Policies and Procedures

The College has an Equality Suite that reflects the following Protected Characteristics:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex/Gender
- Sexual Orientation

A separate policy for Maternity, Paternity, Adoption and Parental Leave is also available.

The College has the following policies, reports and statements in place for both students and staff:

- Single Equality Scheme (SES)
- Half-year Workforce Equality Monitoring Report
- Gender Pay Gap Report

- Equality and Diversity Statement
- Disability Statement
- College's Vision, Mission and Strategic Goals

These are reviewed and updated regularly and are available on InfoPoint and/or the College website.

Inclusion and Community Cohesion

- The College will not tolerate any form of unfair discrimination or harassment based on an individual's race, gender, sexual orientation, marital status, age, religion belief or disability. The College will investigate and address incidents of this nature.
- The College has an events calendar, which details a number of activities that celebrate diversity, British values, and commemorates a range of events, festivals and significant dates. Many of these are student led activities.
- The College works closely with outside agencies such as Shropshire Council, Christine Rose Associates, Black Lives Matter Shrewsbury, Human Library to raise awareness and understanding. The College is also a Stonewall College Champion.
- The tutorial programme includes Equality & Diversity activities that link to current themes, festivals and cultural events.
- The e-safety policy and the Student Zone on Moodle inform students how to keep safe online and to deal with negative issues such as cyber-bullying. The College encourages staff and students to become 'e-responsible' by enjoying the benefits of new technologies whilst making them aware of, and managing, potential risks. Awareness of this is being raised by the "Digital Life" campaign, which encompasses eSafety, Social Media, Online Presence, Safety Awareness and Technical Security. Staff and students can access resources on Moodle and InfoPoint.
- The College has two members of staff trained in the Prevent initiative; by disseminating their knowledge it is helping colleagues to recognise and deal with signs of extremism. It is also mandatory for all staff and Governors to complete training to support this.
- At London Road campus lifts provide accessibility for all main areas. At the English Bridge campus lifts and access platforms provide accessibility to all main areas other than the basement area. At the Welsh Bridge campus lifts and platform elevators provide access to the main teaching areas. Accessible parking spaces are available on all campuses.

Fitness to Study

The College aims to support students' learning and academic achievements and will endeavour to make reasonable adjustments to enable students to access their course of study that is considered to be appropriate to their disability, learning difficulty or physical and mental ill-health. It may also apply when a student's condition compromises their safety or the safety of others whilst participating in a work placement or other off-site activity.

The College provides a range of services through Curriculum Support Services to help students during the application and enrolment process and their time at the college, for example:

- The Counselling Service/ Health and Wellbeing Services
- Student Support
- Careers and Employability Team
- Welfare/ Safeguarding Team

The College recognises that each case will be different and may require liaison with the student, parents or carers and internal and external agencies in order to reach a decision. The following are examples of when it is appropriate to consider reasonable adjustments:

- Where students are affected by conditions that require long periods of absence and treatment
- Where participation in an assessment or other course related activity would jeopardise the long-term health and wellbeing of the student due to an existing medical condition.
- Where there are doubts from staff over a student's fitness to study in the college and/or within their placement because of an existing medical condition.
- Where the ability to study is deemed by the college to be neither manageable nor achievable in relation to specific tasks or activities because of an existing condition. It may be necessary to consider awarding body criteria and the ability to study to complete assessments/ assignments.
- When there is disruption to teaching, learning and support of other students not otherwise covered by the Conduct Policy and Procedures or where unreasonable demands are being made on staff or students.
- Where there is a risk to self and others because of an existing condition.

The agreement reached in each case will differ according to the circumstances and the advice received from medical practitioners and other external experts.

Obtaining and using data

Staff profile data is compared to the local population data as it becomes available and additions made to the action plan as necessary. The results of both staff and student surveys and questionnaires inform decision making and are appraised by the Group Vice Principal for Quality & Curriculum and shared with the Equality & Diversity Committee, Academic Leadership Team, Senior Leadership Team and Governors.

a) Involvement of Equality and Diversity groups

It is considered essential to gather a range of qualitative data. Student forums and learning walks provide learner voice opportunities. Students are also encouraged to make comments anonymously via the College Student Services post box. Staff views are collected through a survey. The Student Perception of College Surveys are analysed by equality groups and any inequalities are discussed at the committee and actions agreed and added to the Action Plan.

b) Student Forums

A number of College information gathering events are held in an attempt to elicit views of our students from non-gender stereotypical courses, ethnic minorities and disabilities. The Student Union Executive meet three times a year as a whole group to monitor actions and progress of issues raised in Course Rep Forums.

c) Reports & Surveys

Student reports and surveys are routinely analysed by protected characteristics to ensure levels of satisfaction are appropriate or where improvements are still required. Survey results are also used to detect achievement gaps and help the College react appropriately to address them.

d) Self-assessment

The self-assessment process is used to collect data that informs our Equality and Diversity Action Plan to address any achievement gaps. This continues with agreement from the Senior Leadership Team and Governors.

Equality Impact Assessments

Impact Assessments are completed for all college policies, new processes and procedures to ensure Equality & Diversity issues are considered and taken into account. Impact assessments consider disability, gender and race.

Regular monitoring of existing policies and procedures takes place and appropriate amendments are made and published as required.

Implementing the Single Equality Scheme

a) Accountability

The College Governors are legally responsible for promoting equal opportunities and diversity, eliminating unlawful discrimination, implementing the public sector duties and ensuring that effective policies and procedures are in place to continuously improve the quality of equal opportunities throughout the College. The Governors should ensure they have an awareness of all relevant legislation, that membership of the Board reflects the wider community, that the strategic plan includes a commitment to equality and diversity and that they receive and respond to equal opportunities monitoring data.

The Principal is responsible to the College Board for ensuring that equality and diversity is continuously promoted and comprehensively implemented in all aspects of the College's operation.

The Equality and Diversity Committee is responsible for promoting, monitoring and reviewing the Equality Policies, and for evaluating their effectiveness. It is also responsible for promoting, reviewing and monitoring the development of equality and diversity activity across the College.

The Committee is chaired by a Curriculum Leader and Lead for Equality & Diversity and is attended by the Group Vice Principal Quality & Curriculum; link Governor; Teaching and Learning and Support services and representation by students across the curriculum. The group is responsible for:

- Reviewing equality and diversity related strategies, policies, procedures and initiatives, and to advise and make recommendations to the Senior Leadership Team as necessary.
- Monitoring the performance of the College regarding its equality, inclusivity and diversity related objectives and statutory obligations
- Considering equality and diversity matters and to recommend suitable actions.
- Receive views and recommendations from student union / student forums or other groups.
- Promoting a working and learning environment that values diversity, promotes inclusion, and is committed to ensuring equality of opportunity for all students, staff, visitors, service users, partners and stakeholders.

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- Development and implementation of the Equality & Diversity Strategy in accordance with relevant legislation.
- Policy and guidance development and implementation including impact assessments.
- Ensuring that effective consultation and involvement is carried out with key stakeholders with respect to all relevant strategies, policies, practices and procedures.
- Provision of an effective data monitoring, analysis and publishing process that supports the equality and diversity agenda.
- Provision of advice, support and guidance to managers, students and staff and related partners regarding equality and diversity matters.
- Design and delivery of training initiatives to support the promotion and implementation of the equality and diversity agenda.
- Producing Terms of Reference and Position Statements.

This group will meet at least once a term and usually every half term.

The Colleges' Group Human Resources Department is responsible for promoting, monitoring and the implementation of all aspects of the College's policies relating to the recruitment, employment and retention of staff.

All Managers of the College are responsible for promoting equality and diversity, for improving the performance of their individual curriculum or support area, and for ensuring that effective monitoring and review systems are in place. All employees of the College have a responsibility for implementing this SES Policy and promoting equal opportunities in all aspects of their work.

b) Embedding equality into quality assurance

It is recognised that equality and diversity issues should not be marginal to the core business of the College but should be embedded in the strategic planning and quality assurance processes. Work will be undertaken to further embed equality and diversity into the lesson observation process, the self-assessment process, and the planning process. It will also be increasingly explicit in performance management processes e.g. performance reviews and management competences.

The Equality & Diversity Committee's Priorities for 2020-22

Priority 1: To increase the uptake of Free College Meals for those eligible

Priority 2: To improve the overall satisfaction of Asian / Asian British and Mixed Multiple ethnic groups

Priority 3: To improve the overall satisfaction of gay/lesbian students in response to feedback from the SPOC survey.

Priority 4: To improve student experience during breaktime in response to student feedback about social spaces across campuses.

Monitoring, Reporting, Reviewing and Updating

This SES covers the period December 2020-22. However, the Action Plan will be revised to include timescales, responsibility and managers and will be reviewed regularly. It is proposed that both the SES and Action Plan will be presented to Governors each year with details of progress and/or areas for concern.

Briefings on various aspects of the progress of the SES will also be given to the SLT and ALT during the year.

Equality and Diversity Impact Measures (EDIMs)

These are used to inform the setting of targets and the measurement of our progress in achieving them, the College will collect and analyse the following information by equality groups:

For students

- Profile of students
- Applications, success and failure rates of admission to programmes
- Retention rates
- Achievement rates
- Disciplinary action
- Complaints by learners and their response
- Satisfaction surveys

For employees

- Profiles of employees by type of contract
- Recruitment and selection by application, short listing to interview and appointment
- Promotion application and success rates
- Disciplinary proceedings
- Grievances

Completion of this, in conjunction with the College Self-Assessment Report (SAR), will inform our equality objectives which will be set and reviewed annually on the Equality & Diversity Action Plan.

Complaints or Appeals

Complaints relating to Equality and Diversity and the SES will initially be handled at course level or by the Student Union Executives and then through the usual Complaints or Grievance Procedures. Students can use the Complaints Form to communicate their complaint. In the case of serious complaints relating to equalities, the Curriculum Leader/Lead for Equality & Diversity may be appointed as the Investigating Officer. Prior to entering the formal process, complainants can speak to a colleague or a member of Student Services, or to a member of the Equality and Diversity Committee.

Publishing the College Single Equality Scheme

The College will make the Single Equality Scheme as widely available as possible, not only to staff and students through InfoPoint and Moodle but also to external partners and other stakeholders via the website. It will also be made available in hard copy to any interested parties.

We have an Action Plan, which is updated regularly and is available on request.

We can also provide data showing our achievement rates by ethnicity, disability and gender and disadvantaged area. Please contact Chris Pemberton on 01743 342348 chrisp@shrewsbury.ac.uk or Teresa Griffiths 01743 342363 teresag@shrewsbury.ac.uk